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COMMONWEALTH OF PENNSYLVANIA

REPORT OF THE

SALARY SURVEY COMMISSION

TO THE

PENNSYLVANIA GENERAL ASSEMBLY

HARRISBURG
1929

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PENNSYLVANIA SALARY SURVEY COMMISSION

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Report of Salary Survey Commission

To the General Assembly,
Commonwealth of Pennsylvania,
Session of 1929.

This Commission was created under the authority of the Act of Assembly approved the sixth day of May, 1927, P. L. 850, which reads as follows:

AN ACT providing for the creation of a commission to study and make a survey of salaries paid to officials and other employes in the Commonwealth, the manner and character of payment, the method of raising revenue therefor, the services rendered, and comparisons of such methods, amounts, and services in the various districts; and prescribing its powers and duties; and making an appropriation therefor.

Section 1. Be it enacted, &c., That a commission is hereby created, to be known as the Salary Survey Commission, to consist of five persons, two of whom shall be members of the House of Representatives appointed by the Speaker thereof, two shall be members of the Senate and appointed by the President Pro Tempore thereof, and one shall be appointed by the Governor, to study, make a survey of, and report upon, the question of the salaries and wages paid to and received by State, county, township, and municipal officers and employes, legislative, executive and judicial and all other employes receiving compensation from such respective sources and municipalities, the manner and methods and times of payment, and of increasing or decreasing the amounts thereof, the comparative amounts paid in different localities and divisions, the services required and rendered, with comparisons of the scope and type of such service, and such other data and information as may be deemed pertinent and necessary in the accomplishment of the study and survey of such questions.

Section 2. The members of the commission shall receive no compensation for their services, but shall be reimbursed for all the expenses necessary for the performance of their duties.

Section 3. The commission shall select its chairman from among its members and may appoint a secretary and such other agents, employes, clerks, and legal counsel at such reasonable compensation as it may determine.

Section 4. Said commission shall meet at such times and places as the chairman shall from time to time determine, and

shall print the report of their findings, together with suggested legislation, including drafts thereof, to the session of the General Assembly to be held in the year one thousand nine hundred twenty-nine.

SECTION 5. An appropriation of ten thousand ($10,000) dollars, or so much thereof as may be necessary, is hereby specifically made for the purpose of carrying out the work of said commission.

APPROVED—The 6th day of May, A. D. 1927.

JOHN S. FISHER.

In accordance with the authority vested in him by the Act of May 6, 1927, the Speaker of the House of Representatives on August 25, 1927, appointed Hon. Helen Grimes, of Allegheny County, and Hon. Morton Witkin, of Philadelphia County, as the representatives of the House; the President pro tem. of the Senate appointed on July 2, 1927, Hon. Frank E. Baldwin, of Potter County, and Hon. Andrew J. Sordoni, of Luzerne County, as the representatives of that body; and the Governor of the State on October 28, 1927, appointed Clinton Rogers Woodruff, Esq., of Philadelphia. At the organization of the Commission on December 1, 1927, Mr. Woodruff was elected Chairman of the Commission, Miss Grimes, Secretary, and Henry W. Van Pelt, Director of the Bureau of Statistics, Department of Internal Affairs, was appointed Executive Secretary. On January 25, 1928, John Eberle, of Philadelphia, was appointed Assistant to the Chairman and on May 23, 1928, Mark Shields, of Allegheny County, was appointed Assistant to the Secretary.

The Commission wishes to express its appreciation of the cordial assistance and the enlightening testimony of numerous State, county and municipal officers throughout the Commonwealth. Special acknowledgment should be made of the coöperation of Hon. James F. Woodward, Secretary of Internal Affairs, who very generously placed the facilities of the Bureau of Statistics and the services of its Director at the disposal of the Commission. Without such coöperation from many sources this report could not have been prepared.

The Commission desires to put on record its very sincere appreciation of the helpful and unfailing coöperation and courtesy of John H. Fertig, Assistant Director of the Legislative Reference

Bureau, who has acted as Counsel to the Commission. Mr. Fertig has been a constant attendant at meetings of the Commission and has helped both by his advice as well as by his skill as a draftsman in preparing the report.

Three principal duties were imposed upon us: (1) to study, (2) to make a survey of, and (3) to report upon the salaries and wages paid to and received by the officials and employes of the following political subdivisions: (*a*) State, legislative, executive and judicial; (*b*) Counties (of which there are eight classes); (*c*) cities (of which there are three classes); (*d*) townships (of which there are two classes); and (*e*) boroughs.

In connection with the study of the wages and salaries of these groups of officials and employes, the Commission was charged with the further duty of considering the manner, methods and times of payment, and of the increase or decrease of compensation; the services required and rendered, with comparisons of the scope and type of such services.

The first tentative conclusion reached by the Commission was that the local political subdivisions should fix the salaries and rates of compensation of their employes and certain officers, a conclusion which subsequent study and consideration ripened into a permanent one. The State Legislature has so many functions to perform of the utmost importance to the State at large that it should not be called upon to determine questions of purely local concern, such as the salaries and wages of local employes paid out of the local treasuries. The members of the Legislature are not equipped to consider such matters. They are not supposed to be, and as a matter of fact are not, sufficiently informed to pass with fairness and justice upon prevailing local conditions as to the cost of living and its relation to official compensation and other factors involved. Consequently, when called upon, as they have been so frequently within recent years, to vote for measures fixing local salaries and wages, they have had to depend upon the advice and opinions of the members of the localities affected, with the inevitable result that a system of log rolling has grown up that is subversive of sound public policy, both general and local. In fact, the very thing that the Constitutional Convention of 1873 was trying so hard to guard against has come about in all its glaring viciousness, namely, "such a system of lobbying as never before prevailed in this State."

As a demonstration of the extent to which the Legislature has dealt with local problems of this character the following table covering the period from 1901 to 1927 is highly suggestive:

NUMBER OF SALARY BILLS PASSED BY THE PENNSYLVANIA LEGISLATURE, 1901-27

Session	State	County	Municipal	Poor District	School District	Total
1901	9	4	4	1	1	19
1903	14	7	.....	1	.....	22
1905	20	10	3	1	.....	34
1906	2	.....	2	.....	.....	4
1907	14	11	3	3	.....	31
1909	10	11	2	1	.....	24
1911	24	25	3	1	1	54
1913	15	18	5	.....	.....	38
1915	33	.....	.....	.....	1	34
1917	19	14	4	3	1	41
1919	47	26	4	1	1	79
1921	21	13	2	.....	2	38
1923	12	16	1	.....	1	30
1925	3	16	1	.....	2	22
1926	.....	.....	.....	.....	.....	.....
1927	7	25	5	.....	.....	37
Total	250	196	39	12	10	507

In addition to this unwarranted burden placed on the Legislature, we must consider the still greater burden imposed upon the Governor of the Commonwealth who must give or withhold his executive approval of every such measure. It is unfair to require either the legislators or the Chief Executive to assume such heavy burdens, and it is equally unfair to take away from the local authorities the power to settle and determine their own problems. How can they properly arrange their financial budgets, with all that is involved, if they are to have rates of compensation imposed upon them, which they had no hand in fixing although primarily responsible, and yet far better able to determine?

Some idea of how such a policy affects a locality may be gathered from a consideration of the legislation passed by the 1927 Session affecting a single city: Philadelphia. An unusually large number of laws regulating the number and salaries of officials and employes paid out of the city treasury were passed. Because of their effect upon the city's budget, the Bureau of Municipal Research of Philadelphia made an analysis of them. While the salaries of most of the officers and employes of Philadelphia's government are fixed by the City Council as they properly should be, some, chiefly in the county departments, are regulated by the State Legislature. When the number and salaries of employes are so fixed, the City

is compelled to pay the salaries, and the City Council is compelled to supply the funds. Moreover the method of State regulation varies. Some laws name the number of employes and their salaries; some name the salaries and prescribe a method for fixing the number of positions or the salaries, or both.

Briefly summarized, the 1927 Philadelphia salary legislation made the following changes: It increased the salaries of magistrates from $4,000 to $6,000 for the chief magistrate, and to $5,000 for the other 27; created positions for 30 clerks to magistrates; increased salaries of the three members of the Board of Revision of Taxes from $6,000 to $10,000, and of 80 real estate assessors from $4,000 to $5,000 and created deputies at $4,000; gave the deputy sheriff $7,500 instead of $6,000; added new positions, changed the titles of some, and raised the salaries of some in the offices of the Recorder of Deeds, Register of Wills, and the Clerk of Quarter Sessions; increased from five to six the number of clerks to the Orphans' Court judges, and removed the salary limit of $4,000 previously fixed for such clerks; and increased the maximum salaries of court interpreters from $2,500 to $3,500, leaving the number of them, as heretofore, in the discretion of the Common Pleas judges.

By reason of this mandatory legislation, Philadelphia is now compelled to provide $1,624,000 a year for the offices affected by the 1927 laws, as compared with $997,480 prior to the 1927 session of the Legislature, an increase of $626,520.

Philadelphia's City Council is responsible for the tax rate and the general financial policy of the city and it should be given control of the outgo as well as the income, and the same is true of every other political subdivision of the State. Consequently your Commission believes that the policy of home rule should prevail in the determination of rates of compensation for local employes, except, possibly, that of the members of the local legislative bodies, although the Legislature should fix the maximum which they can receive, and so the Commission recommends.

Elective constitutional county officials, such as the Sheriff, the Prothonotary, the Register of Wills, the District Attorney, the Controller, the County Commissioners, the Recorder of Deeds, Clerks of the Quarter Sessions and Coroner, form an exempted class and, except in the case of the counties of the seventh and eighth classes,

the salaries to be paid them are under existing conditions properly determined by the Legislature.

While the Commission is strongly against the continuance of the fee system as a means of compensation, it believes that possibly an exception might be made in the cases of counties of the seventh and eighth classes where the population and therefore the amount of business is so small that full time officers and employes are not needed or employed.

The Commission, therefore, in its draft of a county salary bill, has not disturbed the situation as it now exists in seventh- and eighth-class counties. It has, however, included in the county salary bill salaries for those county officers in seventh- and eighth-class counties which are now fixed by statute. These are the County Commissioners, Controller and District Attorney in counties of the seventh and eighth classes, and the Sheriff in counties of the eighth class.

If the local political subdivision is to be given the power to fix rates of compensation, the question arises what organ of the locality should be empowered to do this. In those which have local legislative bodies, like the cities, townships of the first class and boroughs, then those are the appropriate bodies. They are already clothed with sufficient legislative power to do so and should be allowed by the State Legislature to exercise their already existing powers to the fullest extent. No additional legislation on this point is necessary, only a determination on the part of the State Legislature to follow strictly a policy of home rule.

In the counties where there is no true legislative body, the State Legislature has established the principle of a County Salary Board which this Commission believes to be a sound one. Accordingly a careful study of existing legislation[1] was made with the result

[1] The earliest provision relating to the creation of Salary Boards is Section 7 of the Act of March 31, 1876, P. L. 13. This Act applied to all counties having more than 150,000 population and constituted the County Commissioners and the County Controller, where such office existed, a board for the purpose of ascertaining the number of deputies or clerks required for the proper dispatch of business in the county offices, and for fixing the salary of each of said clerks and deputies. Any county officer dissatisfied with the action of the Salary Board was authorized to appeal to the Court of Common Pleas, whose decision was to be final.

A list of the Acts of Assembly establishing Salary Boards in the various classes of counties is given below. These Acts would be repealed by the passage of the County Salary Board Bill (Exhibit A, No. 1), which the Commission recommends as a means of consolidating and clarifying the existing legislation on the subject.

In counties of the first class (Philadelphia), where the county is coextensive with the city, the compensation of deputies and clerks in the county offices is fixed by the City Council when not fixed by an Act of Assembly or by the court (see Act of

that a general County Salary Board bill has been drafted, which the Legislature is earnestly urged to pass as establishing an adequately effective means of applying the principle of home rule to the fixing of the compensation of county employes. The text of this measure appears as Exhibit A, No. 1, and its principal features are briefly outlined in the prefatory note to the proposed bill (see bottom of page 21).

At the outset of our work a table of the salaries paid county officers and employes was prepared for our use by John H. Fertig, of the Legislative Reference Bureau, and Henry W. Van Pelt, the Executive Secretary of the Commission. An examination of this table (which is reproduced as Exhibit D of this report) shows the wide variation of existing salaries and the necessity for a readjustment of the salaries to be paid to the elected officers and of the compensation of their employes.

It has been many years since there has been a readjustment of salaries and wages in the light of the changes in the cost of living, although these changes have been continuous and far reaching. In a period of rapidly-rising price levels, such as occurred during and immediately following the World War, many public officers working at statutory salaries are bound to be affected adversely by the shrinking purchasing power of their fixed incomes. This situation has been partly remedied in the past few years through increased salaries voted in certain cases, but many inequalities still exist which demand the careful and earnest consideration of the Legislature and the local salary boards.

According to the best evidence available, the cost of living is now about 65 per cent higher than in the years before the war. Studies of the National Industrial Conference Board show that the cost of food in representative cities throughout the country

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May 21, 1879, P. L. 72). The proposed bill would not disturb the authority of the City Council.

In counties of the second class, Salary Board established by the Act of April 29, 1915, P. L. 200.

In counties of the third class, Salary Board established by Section 7, Act of March 31, 1876, P. L. 13, except possibly in Luzerne County, where see Act of April 7, 1907, P. L. 58.

In counties of the fourth class, Salary Board established by Section 7, Act of March 31, 1876, P. L. 13.

In counties of the fifth class, Salary Board established by the Act of July 11, 1923, P. L. 1054.

In counties of the sixth class, Salary Board established by the Act of June 29, 1923, P. L. 944.

No such boards now exist in counties of the seventh and eighth classes, where officers are usually paid in fees and very few, if any, deputies or clerks are required.

had advanced 56 per cent from 1914 to the close of 1927. In the same period, housing costs rose 66 per cent; prices of clothing, 71 per cent; cost of fuel and light, 63 per cent; and miscellaneous household expenses, 73 per cent. While prices of food and clothing in different cities show no very widespread variations at a given time, the same thing does not hold true for some of the other items entering into the cost of living. This is strikingly illustrated by the great divergence in house rents in different cities at the same time, and by the fact that during the past 15 years the rate of increase in rents was far from uniform in different localities. For example, salary boards should take into consideration in fixing local salaries such facts as whether house rents of the average wage-earner have advanced since pre-war days by only 40 per cent, as in the case of Scranton, or whether there has been a much greater rise, such as the increase of nearly 140 per cent in Johnstown.

These figures, which are taken from a recent report of the National Industrial Conference Board, are cited to show the necessity of determining rates of compensation in the light of changes in living costs. Yet an examination of the statutory salaries paid to county officers (see Exhibit D) shows that many of these salaries have not been increased since 1913, and some of them have remained stationary for a much longer period. Thus the present salaries of the county controller in most counties have not been revised since 1909; the salaries of the sheriff in second-, third-, and fourth-class counties still remain at the pre-war figures; and most of the county officers in fourth-class counties are today receiving the same compensation as was paid in 1895. In view of the decreased purchasing power of the dollar today, it is clear either that such officers were formerly very much overpaid or else that present salaries are inadequate under existing conditions. Doubtless men can be found who will continue to run for office even where the compensation is inadequate, but such a situation must inevitably discourage the abler classes of individuals from seeking public office. Because of the importance of data on the cost of living in helping to determine what constitutes a proper salary in any given case, the Commission urges that greater weight be given to this subject in future salary legislation and in the action taken by the local salary boards.

There are sundry officials and employes who discharge local duties, but partly as agents of the Commonwealth. These represent a difficult problem, one not easily determined. So far as possible, where the compensation is paid in whole or in part by the local subdivision, the rate should be determined by the local authorities. In other cases where the duties performed are wholly or in part as agents of the Commonwealth then the rate of compensation is for the State Legislature to fix.

In passing it is curious to note that while the general policy of the State has been to determine the salaries of elected County officers, there is now no legislation fixing the salaries of such officials in counties of the first class (Philadelphia). This situation will be corrected by the passage of the County Salary Board bill (Exhibit A, No. 1).

The Commission is of the opinion that while the salaries of the County Commissioners of counties of the first and second classes should be fixed by the State Legislature, the salaries of their clerks and other employes should be determined by the City Council in the case of counties of the first class and by the County Salary Board in counties of the second class.

With regard to election officers, or those attending elections, the question of their compensation is clearly a matter for local determination.

In the County Salary Board bill recommended by this Commission, provision is made for the fixing of the salaries of county assessors for taxation by the local salary boards. As long as the present system of separate county and city assessments prevails, the Commission would recommend that the determination of the compensation of city assessors for taxation be placed in the hands of the local councils. If and when, however, the Legislature adopts a single, unified system of assessment by a county board of assessors, as proposed by the Pennsylvania Tax Commission in its 1927 report (see 1927 Senate Bill 461 embodying this proposal), the compensation of all such assessors would logically be determined by the County Salary Boards. This Commission, therefore, recommends to the Legislature, in line with the general policy enunciated in this report, that in any future legislation affecting the salaries of assessors this matter be left to the County Salary Boards and Councils rather than fixed by statute.

The Commission has also considered the question of the compensation of local tax collectors, who are now paid on a fee basis. The testimony clearly indicates that in many cases the fees received are altogether out of proportion to the work performed by the tax collector. It should be pointed out, however, that the high cost of tax collection in Pennsylvania is caused mainly by the multiplicity of tax collectors, several counties having 75 or more, while only a few of the smaller ones have as few as 25.

This is a situation which evidently calls for legislative remedy, but it would entail revision of the whole system of local tax collection and this is outside the scope of our authority. We therefore merely call attention to the report of the Tax Law Revision Commission made to the Legislature in 1921 and to the reports of the Pennsylvania Tax Commission made in 1925 and 1927. Attention should also be directed to Senate Bill 178 (1927) sponsored by the Pennsylvania Tax Commission, this bill having for its object the reduction of tax collection costs through the abolition of the fee system and the consolidation of collection machinery in the office of the county treasurer.

When the Commission came to consider the question of judicial salaries, it reached a problem of prime importance and great difficulty. The courts of the various subdivisions, while performing similar duties and exercising similar jurisdiction, vary in the amount of work transacted.

This makes the work of determining the rates of compensation a peculiarly difficult one. The suggestion was advanced that a Judicial Salary Board be established with a system of graded salaries. Under the Constitution, however, as construed and interpreted by the Supreme Court of the State, the function of determining judicial salaries must remain in the hands of the Legislature and that body must, until the Constitution may be changed, continue to fix the salaries of *(a)* Supreme Court justices; *(b)* Superior Court judges; *(c)* Common Pleas Court judges and associate judges; *(d)* Orphans' Court judges; *(e)* County and Municipal Court judges; *(f)* Magistrates, Aldermen and Justices of the Peace, except Magistrates in Philadelphia and Police Magistrates in second-class cities, whose salaries should be fixed by the City Council, the fees earned being paid into the city treasury.

The Supreme and Superior Courts also must fix the salary and

compensation of its prothonotaries, deputy prothonotaries, criers, tipstaves, clerks, stenographers, briefers and other employes.

County Salary Boards should fix the salaries of all the employes of the Common Pleas, of Quarter Sessions, Oyer and Terminer, Orphans' and County Courts, the president judge of each court to sit as a member of the County Salary Board when these salaries are under consideration.

In Philadelphia the salaries of court employes for the several classes of courts should be fixed by the City Council, upon recommendations of the president judge of the proper court.

In view of the conclusion that the State Legislature must continue to fix the salaries of the judges, the Commission's suggestions are embodied in the form of a Judicial Salary Bill (see Exhibit A, No. 2).

As to the elected officers of the State, the State Legislature is the only body to determine their salaries, likewise those of the heads of the State departments, the Superintendent of the State Police and the members of the Public Service Commission.

At the present time the Board of Game Commissioners elects an executive secretary and fixes his salary. This executive secretary is the administrator of the Board, but is not a member of the Board. The Board of Fish Commissioners is not organized in the same manner. The Commissioner of Fisheries is its administrator and he is also a member of the Board and consequently appointed by the Governor, and his salary fixed by the Administrative Code. There appears to be no reason why this difference in the organization of these commissions should exist, and the Commission consequently recommends that the Commissioner of Fisheries be eliminated as a member of the Board of Fish Commissioners, and that he be appointed and his salary fixed by the Board of Fish Commissioners.

A careful survey of the salaries now paid the State officers was made and the Commission feels that the following increases should be made:

That the salary of the Governor should be raised to $20,000;

That the salary of the Attorney General be raised from $12,000 to $15,000;

That the salary of all other cabinet officers be at least $10,000;

That the salary of mine inspectors should be increased to $6,000;

That the salary of the Director of the Legislative Reference Bureau be fixed at $7,500, and that the Assistant Director be put on the same basis as other employes, but with a maximum of $7,500.

The Commission is of the opinion that the Auditor General's Department and that of the State Treasurer, which exercise functions that are more or less a check on the administrative departments, should not come under the Executive Board and the Governor. It is suggested that the Acts of 1911 and 1915 noted under the head of "State Treasury Department" should be repealed and that legislation be passed to authorize the State Treasurer to appoint his employes and fix the salaries as is already the case with the Auditor General. It is further suggested, however, that so far as employes discharging similar duties are concerned the salaries should be made as nearly as possible the same as those paid in the department and bureaus under the Executive Board's classification.

These specific recommendations are based on the belief that the suggested figures represent an adequate compensation for the services rendered, with due regard to the present standard of living.

On June 1, 1928, the Commonwealth employed 7,742 persons in the various departments and bureaus. These were distributed as shown in the table presented in Exhibit G. By far the greater number of the employes (outside the Bureau of Highways) live in or near Harrisburg as is shown in the table presented as Exhibit H.

Under the Administrative Code of 1923 (P. L. 498), as amended by the Act of April 13, 1927 (No. 164), the Executive Board of the Commonwealth is created, composed of the Governor as Chairman and the heads of six administrative departments designated by the Governor. This Board has power under section 709 of the Administrative Code to standardize the qualifications for employment and all titles, salaries and wages of persons employed by the administrative departments, boards and commissions, except the Department of the Auditor General and the Treasury Department. In establishing such standards the Board may take into consideration the location of the work and the conditions under which the service is rendered; and it may establish different standards for different kinds, grades and classes of similar work or service.

The Executive Board is beginning to function with greater ease

and efficiency and in course of time will no doubt become an effective State Salary Board. The Commission believes that this Executive Board should continue to establish the standards for salaries in the executive branches of the State Government, with the exceptions herein mentioned. The Commission, however, strongly recommends that to secure the highest degree of efficient public service and to establish it on a permanent, career making basis the Executive Board should recognize, and embody in its settled policy to give workers a square deal, that two factors must be taken into account: First, the provision of an adequate financial incentive, and second, the reward of individual merit. Therefore there should be adopted a plan of salary administration that will insure certain things to the employes. Among these should be: Reasonably liberal remuneration for work performed, based on current standards of living and purchasing value of the dollar; uniformity in remuneration for the same grade of work throughout the service; adequate, graded remuneration for different grades of work; recognition of individual efficiency; opportunity for increase of salary in the same position; and, opportunity for promotion to positions of higher rank at an increased salary.

A sincere embodiment and enforcement of these principles in the Commonwealth's compensation policy will result in a public service that will produce the most highly satisfactory results and reflect credit on the administration of the Commonwealth's affairs.

This Commission has had frequent conferences with the committee of the Executive Board that has these questions in charge and we have been assured by them that these principles have their hearty approval and that they are working to have them permanently embodied in the salary policy of the Board.

We have not given any consideration to the compensation of Legislative employes feeling that that was a special question which under all the circumstances of the situation should be left to the judgment and discretion of the Legislature itself, although in view of its intimate association with the Executive Departments as well as the Legislative, the Legislative Reference Bureau constitutes an exception, hence our recommendation with regard thereto.

Material furnished to the Commission by the Legislative Reference Bureau, contains references to 315 unrepealed salary laws from 1874 to and including 1927, 136 of which are obsolete. Bills

to repeal these obsolete laws have been prepared and will be presented to the forthcoming session of the Legislature for enactment (see list of recommended repeals printed as Exhibit B, appended to this report). A conservative estimate of additional salary laws passed and repealed during this period is 150, making a total of 465. These figures do not include salary laws affecting school and poor districts, of which there is a great number, and consideration of which was not included within the scope of the Commission's functions. These would materially increase the total. This amount of legislation exceeds the number of general laws passed during a single legislative session. A large portion of this mass of legislation is unnecessary and the simple system recommended by this Commission will avoid recourse to the Legislature in at least 75 per cent of these cases. These facts clearly demonstrate the need of establishing a legislative policy whereby the continual recourse to the Legislature for salary increases will be eliminated.

Respectfully submitted,

CLINTON ROGERS WOODRUFF,
Chairman.
HELEN GRIMES, *Secretary.*
FRANK E. BALDWIN.
ANDREW J. SORDONI.
MORTON WITKIN.

HARRISBURG, *January 30, 1929.*

EXHIBITS

EXHIBIT A

LEGISLATION RECOMMENDED

1. COUNTY SALARY BOARD BILL[1]

AN ACT

Relating to counties; establishing salary boards and prescribing their powers and duties in relation to fixing the number and compensation of appointees in county offices, boards, bureaus, divisions, departments, courts and institutions whose compensation is paid from county funds and the compensation of election officers and their clerks, taxation and election assessors, and registrars and employes and appointees of personal registration commissions in cities whose compensation is paid from the county treasury; conferring powers similar to those of salary boards on the legislative bodies which levy the taxes in counties of the first class; fixing the salary of certain county officers and regulating the use and payment over of fees, commissions, mileage and taxes by certain county officers for the use of the county and the Commonwealth; defining the powers of detectives; requiring counties to pay the premium on bonds, the cost of recording commissions of county officers and their appointees, and to furnish offices, furniture, equipment, supplies and services to county officers and courts; and providing penalties.

SECTION 1. CREATION AND POWERS OF SALARY BOARD. APPEALS. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby enacted by the authority of the same, That in all counties, except counties of the first class, the county commissioners and the controller, where there is a controller, and in all other of said counties the county commissioners and the county treasurer, are hereby constituted a salary board for their respective counties, whose duty it shall be to meet on the first Monday of January in each year, and from time to time thereafter when required by any person interested, for the purposes of carrying out the provisions of this section. Said salary board shall have the sole and exclusive power to determine, fix and classify the number deemed by it necessary for the proper discharge of

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[1] Prior to the Constitution of 1874, county officers entitled to charge and collect fees were either permitted to retain all fees or a portion of them as their compensation. Sec. 5, Art. XIV, of the Constitution of 1874 provides that "in counties containing over one hundred and fifty thousand inhabitants all county officers shall be paid by salary, and the salary of any such officer and his clerks, heretofore paid by fees, shall not exceed the aggregate amount of fees earned during his term and collected by or for him."

To carry this constitutional clause into effect and to abolish the system of retaining fees in the more populous counties, the legislature enacted the Act of March 31, 1876, P. L. 13, which act forms the basis upon which this bill is founded. In 1876, the important purpose for accomplishment was the abolition of the fee system and that act consequently featured this point. With this principle firmly established and extended to several classes of counties having a population of less than 150,000, the Salary Survey Commission is of the opinion that the important principle to be established at this time is full and complete home rule in the matter of salaries of persons whose compensation is paid from the county treasury. It has therefore rearranged its revision of the Act of 1876 and emphasized the creation and powers of the county salary board by placing the material relating thereto in section one.

the public business, and the salaries or compensation of all deputies, solicitors, assistant district attorneys, indictment clerks, detectives, engineers, members of the boards for assessment and revision of taxes and their appointees, boards of viewers and their appointees, sealers of weights and measures, experts, clerks, stenographers (except official court stenographers), wardens, physicians, matrons, keepers, superintendents, stewards, nurses, probation and parole officers, librarians, court criers, tipstaves, interpreters, assistants, employes and appointees in the several county offices, courts, boards, bureaus, divisions, departments and institutions thereof, whose salaries or compensation are paid out of the county treasury from county funds, and to fix also the salaries or compensation of all election officers and their clerks, all assessors for taxation and election purposes, all registrars for the personal registration of electors in cities of the third class, and all registrars, solicitors, attorneys, clerks, experts, employes and appointees of the personal registration commissions in cities of the second class and second class A, whose salaries or compensation are paid out of the county treasury from county funds[2]: Provided, however, That in those counties where separate orphans' courts are established, the number of assistant clerks of the orphans' courts shall be fixed by the register of wills with the consent and approval of the orphans' court, but the salaries or compensation of such assistant clerks shall be fixed by the salary board.[3] And Provided also that nothing contained in this act shall be in derogation of the authority of the sheriff in any county of any class to summon a posse comitatis, or to appoint special deputies or to obtain needed supplies or extra services at reasonable wages or cost whenever required in special or emergency cases for the proper performance of his duties, at the expense of such county or persons benefited thereby, subject to the approval of any compensation or charges payable by such county by the court of common pleas therein or any two judges thereof, if there be more than one judge of such court.

Whenever said salary board is assembled to consider the case of the appointees of any one of said county offices, courts, boards, bureaus, divisions, departments or institutions, the county officer, president or chairman of such court, board, bureau, division, department or institution, having the power

[2] The Act of March 31, 1876, P. L. 13, which forms the basis of this bill created a county salary board for all counties having a population of more than 150,000. Since that act, similar boards have been created for second-class counties, Act of April 29, 1915, P. L. 200, fifth-class counties, Act of July 11, 1923, P. L. 1054, and sixth-class counties, Act of June 29, 1923, P. L. 944. These acts with the exception of the one relating to second-class counties empowered the board to determine the number and fix the salaries of only "deputies and clerks." These words were rather strictly construed and in Bedford v. Rosser, 283 Pa. 345, it was held that the salary board had no power to allow the board for the assessment and revision of taxes to appoint an engineer under the title of coal clerk. The second-class county act, however, included all county employes except where a salary was fixed by statute. This bill gives the county salary board full power over the number and compensation of all appointees paid from the county treasury including the compensation of election officers and assessors. It removes entirely from the legislature control over salaries paid out of the county treasury except in the case of the county officers and establishes the principle of home rule.

[3] Proviso on assistant clerks of the orphans' court necessitated by Sec. 22, Art. V, of the Constitution, which makes the register of wills clerk of the orphans' court in certain counties and provides that "he may appoint assistant clerks, but only with the consent and approval of said court."

of appointment, shall sit as a member of the salary board with power to vote so long as the case of his or its appointees is under consideration and no longer and a decision of a majority of the board shall govern.

If after a decision is made by the salary board, any county officer, president, chairman, officers, appointee or person or persons affected by the action of the salary board, shall think that the number of appointees allowed is too few or too great or that the compensation fixed by the board in any case is too small or too large, he may appeal from the action of the board to the court of common pleas of such county which court shall hear and determine such appeal de novo and its decision fixing the number, salary or compensation of such persons shall be final until the next annual meeting of the salary board.[4]

Each such salary board shall keep correct minutes of all its proceedings which shall be public records, open to inspection during business hours, and shall be received in evidence.

In counties of the first class, the number and salaries or compensation of all appointees, officers and persons as enumerated in this section, whose salaries or compensation are paid out of the county or city treasury from county or city funds, shall be fixed from time to time upon budget recommendations by the legislative body, which, under the provisions of existing laws, levies the taxes and raises the revenues from which such salaries or compensation are paid.[5]

In the case of election officers, assessors for taxation or election purposes or any other public officer whose salary or compensation is fixed by the salary board or legislative body under the provisions of this act, such salary shall be fixed by the board or legislative body before the election or appointment of such officers and shall not be increased or diminished during the terms for which they were respectively elected or appointed.[6]

This section shall not apply to any poor district unless the affairs of such poor district are managed and administered by the county commissioners as ex-officio directors of the poor.

SECTION 2. APPOINTING POWER. The appointees, employes, officers and persons whose salaries are fixed by the salary board or legislative body under the provisions of this act shall be appointed or elected in the manner now or hereafter provided by law; and where no law exists conferring such power of appointment, the power of appointment shall be exercised by the officer, court or board in whose office or court such appointee, employe, officer or person is allowed by the salary board or legislative body.[7]

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[4] Notwithstanding the wording of this bill that the action of the court is final, it appears that the record may be taken to the Supreme or Superior Court by certiorari and that court then consider the case on its merits under the Act of April 8, 1919, P. L. 72: Bedford v. Rosser, 283 Pa. 345.

[5] In first-class counties (Philadelphia) no such board can be established because the fiscal affairs of the county are administered by the city. Consequently the salary board powers have been conferred on the city council. This policy was first established by the Act of May 21, 1879, P. L. 12, but subsequently disregarded.

[6] This paragraph is in conformity with the spirit of Sec. 13, Art. III, of the Constitution.

[7] Section necessitated because acts conferring power of appointment in certain cases will be repealed by this bill if enacted.

SECTION 3. SALARIES FIRST-CLASS COUNTIES. In counties of the first class the annual salaries of the county officers shall be as follows:

The sheriff, fifteen thousand dollars.

The prothonotary, twelve thousand dollars.

The recorder of deeds, ten thousand dollars.

The register of wills and ex-officio clerk of the orphans' court, five thousand dollars.

The clerk of the courts of quarter sessions, oyer and terminer and general jail delivery, ten thousand dollars.

The treasurer, ten thousand dollars.

Each county commissioner, eight thousand dollars.

The controller, eight thousand dollars.

The coroner, ten thousand dollars.[8]

The district attorney, twelve thousand dollars.

SECTION 4. SALARIES SECOND-CLASS COUNTIES. In counties of the second class the annual salaries of the county officers shall be as follows:

The sheriff, ten thousand dollars.[8]

The prothonotary, ten thousand dollars.[8]

The recorder of deeds, eight thousand dollars.

The register of wills and ex-officio clerk of the orphans' court, five thousand dollars.

The clerk of the courts of quarter sessions, oyer and terminer and general jail delivery, eight thousand dollars.

The treasurer, eight thousand dollars.

The chairman of the board of county commissioners, fifteen thousand dollars; and each of the two other county commissioners, twelve thousand dollars.

The controller, ten thousand dollars.[8]

The coroner, eight thousand dollars.

The district attorney, ten thousand dollars.

Each jury commissioner, four thousand dollars.

SECTION 5. SALARIES THIRD-CLASS COUNTIES. In counties of the third class the annual salaries of the county officers shall be as follows:

The sheriff, seven thousand dollars.[9]

The prothonotary, six thousand five hundred dollars.[10]

The recorder of deeds, six thousand dollars.[11]

The register of wills and ex-officio clerk of the orphans' court, four thousand dollars.

The clerk of the courts of quarter sessions, oyer and terminer and general jail delivery, five thousand dollars.

The treasurer, six thousand dollars.[11]

Each county commissioner, seven thousand dollars.[12]

The controller, six thousand dollars.[11]

The coroner, three thousand dollars.

The district attorney, seven thousand dollars.[12]

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[8] Increase recommended from $8,000 to $10,000.
[9] Increase recommended from $6,000 to $7,000.
[10] Increase recommended from $6,000 to $6,500.
[11] Increase recommended from $5,000 to $6,000.
[12] Increase recommended from $6,000 to $7,000.

Each jury commissioner, one thousand dollars.[13]

The county surveyor, five hundred dollars.

SECTION 6. SALARIES FOURTH-CLASS COUNTIES. In counties of the fourth class the annual salaries of the county officers shall be as follows:

The sheriff, six thousand dollars.

The prothonotary, six thousand dollars.

The recorder of deeds, five thousand dollars.[14]

The register of wills and ex-officio clerk of the orphans' court, four thousand dollars.

The clerk of quarter sessions, oyer and terminer and general jail delivery, five thousand dollars.[14]

The treasurer, five thousand dollars.

Each county commissioners, five thousand dollars.

The controller, five thousand dollars.[14]

The coroner, two thousand five hundred dollars.

The district attorney, five thousand dollars.

Each jury commissioner, five hundred dollars.

SECTION 7. SALARIES FIFTH-CLASS COUNTIES. In counties of the fifth class the annual salaries of the county officers shall be as follows:

The sheriff, five thousand dollars.[15]

The prothonotary, five thousand dollars.[16]

The recorder of deeds, four thousand dollars.

The register of wills, four thousand dollars.[17]

The clerk of orphans' court, three thousand dollars.

The clerk of quarter sessions, oyer and terminer and general jail delivery, three thousand dollars.

The treasurer, five thousand dollars.

Each county commissioner, four thousand dollars, and where the county commissioners are also directors of the poor, then four thousand five hundred dollars.[18]

The controller, three thousand five hundred dollars.

The coroner, one thousand five hundred dollars.

The district attorney, five thousand dollars.

Each jury commissioner, two hundred fifty dollars.

The county auditor, where such office exists, two hundred and fifty dollars.

Where an officer holds two of said offices, he shall receive the highest salary fixed for any of said offices which he holds and five hundred dollars additional, and where any such officer holds three or more or said offices, he shall receive the highest salary for any of said offices and one thousand dollars additional.

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[13] Increase recommended from $900 to $1,000.

[14] Increase recommended from $4,000 to $5,000. There has been no increase in these salaries since 1895.

[15, 16] Increase recommended from $4,000 to $5,000.

[17] Decrease recommended from $5,000 to $4,000 on account of inheritance tax commissions.

[18] The $500 compensation when acting as directors of the poor is new and follows the policy established by the Act of June 7, 1917, P. L. 570.

SECTION 8. SALARIES SIXTH-CLASS COUNTIES. In counties of the sixth class the annual salaries of the county officers shall be as follows:

The sheriff, four thousand dollars, and where the sheriff is also warden of the jail, then four thousand five hundred dollars.

The prothonotary, three thousand dollars.

The recorder of deeds, three thousand dollars.

The register of wills, three thousand dollars.

The clerk of the orphans' court, two thousand five hundred dollars.

The clerk of the court of quarter sessions, two thousand five hundred dollars.

The clerk of the court of oyer and terminer, one thousand dollars.

Each county commissioner, three thousand dollars, and where the county commissioners are also directors of the poor, then three thousand five hundred dollars.[10]

The district attorney in counties having a population of ninety thousand and more, but less than one hundred thousand, five thousand dollars, in counties of eighty thousand and more, but less than ninety thousand, three thousand one hundred and twenty-five dollars, in counties of seventy thousand and more, but less than eighty thousand, twenty-five hundred dollars, in counties of sixty thousand and more, but less than seventy thousand, one thousand eight hundred and seventy-five dollars, and in counties of fifty thousand and more, but less than sixty thousand, one thousand five hundred and sixty-two dollars and fifty cents.

The controller, where such office exists, in counties having a population of ninety thousand and more, but less than one hundred thousand, two thousand five hundred dollars, in counties of eighty thousand and more, but less than ninety thousand, two thousand dollars, in counties of seventy thousand and more, but less than eighty thousand, one thousand five hundred dollars, in counties of sixty thousand and more, but less than seventy thousand, one thousand two hundred dollars, and in counties of fifty thousand and more, but less than sixty thousand, one thousand dollars.

Each county auditor, where such office exists, five dollars for each and every day necessarily employed in the discharge of his duties, together with six cents per mile circular from and to their homes once each week.

Each jury commissioner, four dollars per day, together with four cents per mile circular from their residence to the court house.

Where any officer holds two of said offices, he shall receive the highest salary fixed for any of the said offices which he holds and five hundred dollars additional, and where any such officer holds three or more offices he shall receive the highest salary for any of said offices, and an additional salary of one thousand dollars.

In counties of the sixth class the compensation of the county treasurer shall be fixed under the provisions of existing law and shall not exceed four thousand dollars per annum as hereinbefore provided.

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[10] The $500 compensation when acting as directors of the poor is new and follows the policy established by the Act of June 7, 1917, P. L. 570.

SECTION 9. SALARIES OF CERTAIN OFFICERS IN SEVENTH-CLASS COUNTIES. In counties of the seventh class the annual salaries of the following county officers shall be as follows:

The county commissioners each, one thousand five hundred dollars and where such commissioners are also directors of the poor, then two thousand dollars.[20]

The district attorney in counties having a population of twenty thousand and more, but less than thirty thousand, six hundred dollars, in counties of thirty thousand and more but less than forty thousand, one thousand dollars, and in counties of forty thousand and more but less than fifty thousand, twelve hundred and fifty dollars.

The controller, where such office exists, in counties having a population of twenty thousand and more but less than thirty thousand, five hundred dollars, in counties of thirty thousand and more but less than forty thousand, six hundred dollars, and in counties of forty thousand and more but less than fifty thousand, eight hundred dollars.

Each county auditor, five dollars for each and every day necessarily employed in the discharge of his duties, together with six cents per mile circular, from and to their homes, once for each and every week so employed.

Each jury commissioner, five dollars per day, together with four cents per mile circular from the residence to the court house.

SECTION 10. SALARIES OF CERTAIN OFFICERS IN EIGHTH-CLASS COUNTIES. In counties of the eighth class the annual salaries of the following officers shall be as follows:

The sheriff, twelve hundred dollars, and where the sheriff is also warden of the jail, then fifteen hundred dollars. The sheriff shall not be entitled to any additional fees or compensation for the care and maintenance of prisoners, but the actual expense for such care and maintenance shall be paid by the county from the county treasury upon itemized bills rendered from time to time.

Each county commissioner, seven hundred and fifty dollars, and where such commissioners are also directors of the poor, then one thousand dollars.[21]

The district attorney, five hundred dollars.

The controller, where such office exists, in counties having a population of less than ten thousand, three hundred dollars, and in counties having a population of ten thousand and more but less than twenty thousand, four hundred dollars.

Each county auditor, five dollars for each and every day necessarily employed in the discharge of his duties, together with six cents per mile circular, from and to their homes, once for each and every week so employed.

Each jury commissioner, four dollars per day, together with four cents per mile circular from the residence to the court house.

SECTION 11. COUNTIES OF THE SEVENTH AND EIGHTH CLASSES. FEE OFFICERS. In counties of the seventh and eighth classes, the prothonotaries or clerks of the several courts of common pleas, quarter sessions

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[20] Increase recommended from $1,000 and $1,800 to $1,500 and $2,000.
[21] Increase recommended from $500 and $800 to $750 and $1,000.

of the peace, oyer and terminer, and orphans' courts, the register of wills, and the recorder of deeds, shall keep, or cause to be kept, a fair and accurate account of all fees received for official services performed by them or any person employed by them in their respective offices; and shall also, on the first Monday of January of each year, furnish a copy of said account upon oath or affirmation, to the auditor appointed by the county to settle the accounts of county officers; and shall also pay to the county treasurer, for the use of the respective counties, after deducting all clerk hire allowed by the salary board, traveling and office expenses, fifty per centum on the amount of any excess over and above the sum of three thousand dollars, which shall be found by the said auditor, appointed by the court to settle the accounts of county officers, to have been received by any officer in any one year: Provided, That if two or more of said offices shall be held by one person, the said auditor shall add together the fees received in the offices so held, and shall charge the same percentage on the aggregate amount of fees received by such person holding more than one of said offices. A copy of the report of the said auditor, when completed, shall be presented by him to the court of common pleas of the respective counties, and be filed among the records of said court; which said report shall thereafter have all the force and effect of, and be subject to the same procedure as applies to, the report of the county auditors.

SECTION 12. USE OF FEES, COMMISSIONS, ETC., REGULATED. In all counties where by the provisions of this act an annual salary is fixed for a county officer, all fees, commissions, mileage and taxes (except those received for acting as agent for the Commonwealth or as agent for the Federal Government, or those received for the use of the Commonwealth), fixed by law or to be received by such county officer for official services rendered in the conduct of his office, and which he shall be legally authorized, required or entitled to charge or receive, shall belong to the county in and for which such officer is elected or appointed. All such county officers shall exact, collect and receive all such fees, commissions, mileage and taxes to and for the use of their respective counties, except as hereinbefore excepted. None of said officers shall receive for any official services any fees, commissions, mileage or taxes for his own use except for acting as agent for the Commonwealth or the Federal Government, but all such fees, commissions, mileage and taxes shall be received and collected only for the use of the proper county or for the use of the Commonwealth, as the case may be.[22]

SECTION 13. PAYMENT OVER OF FEES. ACCOUNTS AND AUDITS. Each county officer shall keep a permanent account book, the form of which shall be prescribed by the controller, in counties where there is a controller, and in other counties by the chief clerk to the county commissioners, in which entry shall be made by such officers, their deputies and clerks forthwith upon

[22] County officers are entitled to retain for their own use fees which they receive when acting as agent for the Commonwealth and the reasoning adopted by the courts would seem to apply with equal force where they are designated as agents for the Federal Government: Phila. v. Martin, 125 Pa. 583; Luzerne County v. Morgan, 263 Pa. 458; Westmoreland County v. Miller, 265 Pa. 394; Bachman's Appeal, 274 Pa. 420; Lehigh County v. Sefing, 289 Pa. 33; Schuylkill County v. Gruhler, 82 Super. Ct. 392; York County v. Fry, 8 D. & C. 528.

receipt of all fees, commissions, mileage and taxes earned for the use of the county chargeable against any person or persons or against the county, specifying the date, the number and term of proceedings, if any, or for what official service received or due. The permanent account book shall be subject to the inspection and examination of the county controller, in those counties where there is such an officer, and in other counties by the county commissioners, monthly following the return of moneys received by such officers.

On the first Monday of each month each of said officers for whom a salary is fixed under the provisions of this act shall pay to the treasurer of the county all such fees, commissions, mileage and taxes so received during the preceding month, taking duplicate receipts thereof, one of which he shall deposit with the controller, where there is a controller, and in other counties with the chief clerk to the county commissioners, together with a concise summary or transcript of his account book for the preceding month, to which he shall make oath or affirmation before the controller or chief clerk, that the said transcript contains a true and correct list of all the fees, commissions, mileage and taxes received or earned and outstanding or chargeable upon the county or against any person or persons for official services rendered in his office, either by himself, deputies, clerks or appointees during the preceding month, that said fees were severally charged at legal rates, and that he has not received and is not to receive from any person or persons whatsoever, for any official service or duty, any other fees or moneys than those so entered, except as heretofore excepted.

It shall be the duty of the controller, where such office exists, or clerk to the county commissioners, to receive such returns as aforesaid and from time to time audit and verify the same, and to do such other matters and things as may be required in the premises, to file said receipt and transcript in his office and to charge the county treasurer with the money for fees so paid in, and to credit each office for fees earned and charged against the county in said office, and carry the same on the books of the county as a credit towards the salaries of said office.

When fees are paid to one office for official services rendered or to be rendered by another, the officer rendering said services and entitled to said fees, shall receive and collect the same from the office which collected them at least once each and every month and account for same as other fees are accounted for.

The county controller or chief clerk shall have power to examine under oath, all officers whose accounts are filed pursuant to this act, their deputies, clerks, appointees and any other person or persons in relation to any matter touching or concerning the said accounts, or any item therein contained; and shall have power to issue subpœnas to compel the attendance of any such officer, deputy, clerk, appointee or other person or persons.

In counties where there is no controller the accounts of the county officers, as provided in this section, shall also be audited by the county auditor annually as provided by law.

SECTION 14. PENALTIES FOR MISDEMEANOR IN OFFICE. If any county officer shall receive or stipulate to receive from any deputy, clerk, or

appointee, or from any person or persons awarded any contract, any sum or sums of money as compensation for making any of the said appointments or contracts, or shall wilfully neglect to render the accounts required as aforesaid, or to pay over the moneys received for fees, commissions, mileage and taxes, where required so to do, or shall wilfully neglect to make any proper entry in the book or books required to be kept, or shall wilfully neglect to charge for any official services the fees, commissions, mileage and taxes allowed by law, or shall appropriate to his own use any such fees, commissions, mileage or taxes, except as before excepted, or shall fail to comply with any of the provisions of this act, or wilfully neglect to discharge any of the duties herein imposed, he shall be guilty of a misdemeanor in office, and in addition to the other penalties provided by law for such offenses he shall, upon conviction thereof, refund the said sum or sums of moneys thus unlawfully received or appropriated to his own use or which he wilfully neglected to charge and shall forthwith forfeit his office.

SECTION 15. PENALTY FOR PERJURY. Any county officer or any other person who shall knowingly and wilfully swear or affirm falsely as to the accuracy of any account or transcript required by this act, or in making any affidavit in reference thereto, shall be guilty of perjury, and upon conviction thereof shall be liable to the punishment prescribed by law for perjury. Any person who shall knowingly procure any other person to swear or affirm falsely in verifying any such account or transcript, or in making any affidavit in reference thereto, shall be guilty of subornation of perjury and upon conviction thereof shall be liable to the punishment prescribed by law for that offense.

SECTION 16. COUNTIES LIABLE FOR SALARIES. All county officers, whose salaries are fixed by this act, whether elected by the people or appointed according to law, and their several deputies, clerks, assistants and appointees authorized, and all other persons and officers whose salaries have been fixed by the salary board or legislative body as in this act provided, shall be paid for their services by fixed and specific salaries or compensation, which shall be a charge upon the treasury of the county to which each such officer, deputy, clerk, appointee, assistant or person shall respectively belong. Said salaries in the case of persons regularly employed, shall be paid semi-monthly on the first and third Mondays of the month succeeding that in which the services were rendered. No warrant shall be drawn for the payment of any of the said officers, his deputies, assistants, clerks or appointees, who shall not have paid to the county treasurer the fees, commissions, mileage and taxes, as provided in this act or who shall not have filed the receipts and transcripts for that month as provided for in this act.

SECTION 17. SALARY OF CERTAIN COUNTY OFFICERS AND THEIR APPOINTEES NOT TO EXCEED EARNINGS OF OFFICE. In counties of the first, second, third and fourth classes the salary of the prothonotary, clerk of the courts of quarter sessions and oyer and terminer, district attorney, sheriff, recorder of deeds, register of wills, clerk of the orphans' court, the coroner, and of their respective deputies, clerks, assistants and appointees (other than assistant district attorneys, detectives, indictment clerks and solici-

tors), shall never exceed the fees, commissions and mileage of their respective offices, collected and paid into the county treasury. The salary of such county officers, fixed by this act, shall be paid from the amounts paid into the county treasury from their respective offices, after ascertaining and deducting the amount due the deputies, clerks, assistants and appointees (other than assistant district attorneys, detectives, indictment clerks and solicitors). If there has not been a sufficient sum received and paid in from fees, commissions and mileage for any month to pay the full amount of the salary of any such officer, after deducting the amount due the deputies, clerks, assistants and appointees, such officer shall receive only such portion of his salary as shall be equal to the aggregate of the net fees, commissions and mileage received and earned by him as aforesaid during such month. If the fees, commissions and mileage in any subsequent month or months, during his term of office, shall exceed the amount of the salary for the county officer and his deputies, clerks, assistants and appointees for such month, the deficit of the salary for any preceding month or months, during his term of office, shall be made up from such excess.

All other county officers and their appointees and all other officers and appointees whose salaries or compensation are fixed by the salary board or legislative body, shall be paid the full amount of salary or compensation fixed by this act, or by the salary board or legislative body.

SECTION 18. SALARIES IN LIEU OF EXPENSES AND FEES. The salaries fixed and provided by the foregoing sections shall be in lieu of all or any moneys, fees, commissions or mileage expenses and other allowances, except for services rendered for acting as agent of the Commonwealth or Federal Government, which are now or may hereafter be received by or allowed to any such officer; and all said moneys, fees, mileage or commissions from any source whatsoever, shall in all cases belong to the county and shall be paid into the county treasury, except where required to be paid to the Commonwealth, as provided in this act; but necessary traveling and other expenses of the officers incurred in the administration of their offices, shall be paid by the county.

SECTION 19. PUBLIC RECORDS. All books, records, papers and accounts kept by any of the officers named or included in this act, shall be public records, open to inspection during business hours, and such books, records, papers and accounts shall be received in evidence.

SECTION 20. COUNTIES TO FURNISH SUPPLIES, ETC. Each county to which this act applies shall at the cost of the county, furnish the office furniture, necessary equipment and supplies, including stationery, typewriters, dating stamps, postage, printed forms, dockets, both blank and printed, printed court calendars, and trial lists for the several courts for the use of officers and attorneys, pay for the advertising of all accounts required to be published as well as trial lists, and furnish heat, light and janitor service, pay premiums on bonds of officers, deputies, clerks and appointees and for the recording of commissions of said officers as well as deeds of appointment of deputies and clerks.

SECTION 21. POWERS OF DETECTIVES. All detectives allowed by the salary board for the office of the district attorney shall have, possess and exercise all the rights and powers conferred by law upon constables, so far as such laws relate to crimes and criminal procedure. They shall, when requested by the district attorney, make an investigation and endeavor to obtain such evidence as may be required in any criminal case. They shall also perform such other duties as the district attorney may direct.

SECTION 22. SAVING CLAUSE. The provisions of this act shall not affect any act done, liability incurred, or right accrued or vested or affect any suit or prosecution pending or to be instituted to enforce any rights or penalty, or punish any offense under the authority of any laws repealed by this act.

SECTION 23. EFFECTIVE DATE AND APPLICATION. This act shall take effect on the first Monday of January, one thousand nine hundred and thirty; but shall not be construed to apply to the salary of any public officer in office at the date of the approval of this act, but all such public officers shall be entitled to receive the salaries now provided by law for such office.

SECTION 24. REPEALS. The following acts and parts of acts are hereby repealed:

1867, April 10, P. L. 62, Sec. 5
1874, May 19, P. L. 206, Sec. 5
1876, March 31, P. L. 13
1877, March 23, P. L. 33
1881, May 11, P. L. 21
1883, June 13, P. L. 113, No. 102
1887, May 24, P. L. 182, No. 124
1887, June 2, P. L. 301
1891, June 16, P. L. 314
1893, May 24, P. L. 127, No. 79
1895, July 2, P. L. 424
1899, March 21, P. L. 12
1901, May 17, P. L. 261, No. 168
1901, July 10, P. L. 641
1903, April 24, P. L. 301, No. 233
1907, April 4, P. L. 58
1909, May 10, P. L. 503
1911, April 27, P. L. 85
1911, April 27, P. L. 86, No. 83
1911, June 1, P. L. 556, No. 220.
1913, March 27, P. L. 11
1913, June 25, P. L. 567, No. 365
1915, April 23, P. L. 174, No. 95
1915, April 29, P. L. 200
1915, June 1, P. L. 659, Sec. 4
1915, June 2, P. L. 724, No. 332.
1915, June 8, P. L. 915, No. 405
1917, March 22, P. L. 9
1917, June 7, P. L. 570
1917, July 18, P. L. 1042
1917, July 19, P. L. 1115, No. 375
1917, July 20, P. L. 1138, No. 393
1917, July 20, P. L. 1141
1917, July 20, P. L. 1158, No. 400
1919, April 2, P. L. 31

1919, April 4, P. L. 37
1919, April 4, P. L. 38, No. 27
1919, April 4, P. L. 41, No. 30
1919, April 18, P. L. 52
1919, April 18, P. L. 83
1919, May 31, P. L. 353
1919, June 3, P. L. 369
1919, June 3, P. L. 370
1919, June 5, P. L. 393
1919, July 7, P. L. 725
1919, July 8, P. L. 733
1919, July 9, P. L. 795
1919, July 10, P. L. 885
1921, March 17, P. L. 32, No. 14
1921, March 30, P. L. 69
1921, March 31, P. L. 71, No. 39
1921, April 13, P. L. 135
1921, April 20, P. L. 157
1921, April 21, P. L. 243
1921, May 12, P. L. 534
1921, May 12, P. L. 535
1921, May 20, P. L. 976, No. 347
1921, May 20, P. L. 1006
1923, March 20, P. L. 24
1923, April 3, P. L. 53
1923, April 3, P. L. 57
1923, April 12, P. L. 62
1923, April 18, P. L. 76
1923, April 27, P. L. 112, No. 85
1923, May 10, P. L. 183
1923, May 19, P. L. 275
1923, May 23, P. L. 317
1923, May 23, P. L. 327
1923, May 25, P. L. 455, No. 246
1923, May 31, P. L. 474, No. 259
1923, May 31, P. L. 486
1923, June 12, P. L. 692, No. 287
1923, June 12, P. L. 692, No. 288
1923, June 28, P. L. 912
1923, June 27, P. L. 944, No. 375
1923, July 11, P. L. 1040
1923, July 11, P. L. 1054
1925, March 19, P. L. 48
1925, March 19, P. L. 59, No. 39, Sec. 3
1925, April 9, P. L. 216
1925, April 9, P. L. 218
1925, April 9, P. L. 219
1925, April 27, P. L. 305, No. 168
1925, April 27, P. L. 313
1925, April 27, P. L. 343
1925, April 29, P. L. 351, No. 204
1925, April 29, P. L. 352
1925, April 30, P. L. 380
1925, May 2, P. L. 490, No. 264
1925, May 2, P. L. 500
1925, May 11, P. L. 559
1925, May 11, P. L. 561, Sec. 25
1925, May 12, P. L. 592
1925, May 12, P. L. 619

1925, May 14, P. L. 729
1927, March 2, P. L. 3, No. 2
1927, March 24, P. L. 62
1927, March 24, P. L. 68, No. 46
1927, March 29, P. L. 72, No. 50
1927, March 30, P. L. 88
1927, April 9, P. L. 127
1927, April 6, P. L. 128, No. 99
1927, April 7, P. L. 139, No. 111
1927, April 7, P. L. 149, Sec. 3
1927, April 7, P. L. 168, No. 140
1927, April 22, P. L. 348, No. 212
1927, April 23, P. L. 377
1927, April 27, P. L. 403
1927, April 28, P. L. 492
1927, May 3, P. L. 516, No. 332
1927, May 4, P. L. 717
1927, May 4, P. L. 740
1927, May 5, P. L. 819
1927, May 7, P. L. 857, No. 433
1927, May 10, P. L. 877
1927, May 13, P. L. 982, No. 471
1927, May 13, P. L. 982, No. 472
1927, May 13, P. L. 982, No. 473
1927, May 13, P. L. 992, No. 481
1927, May 13, P. L. 994, No. 483
1927, May 13, P. L. 994, No. 484

All other acts and parts of acts general, local or special, inconsistent with this act are hereby repealed.

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2. SALARIES OF THE JUDICIARY

AN ACT

To fix the salaries of the judges of the Supreme Court, the judges of the Superior Court, the judges of the Courts of Common Pleas, the judges of the Orphans' Court, the judges of the Municipal Court of Philadelphia, and the judges of the County Court of Allegheny County.

SECTION 1. Be it enacted, etc., That from and after the passage of this act the judges of the Supreme Court, the judges of the Superior Court, the judges of the Courts of Common Pleas, the judges of the Orphans' Courts, the judges of the Municipal Court of Philadelphia, and the judges of the County Court of Allegheny County, shall receive the compensation hereinafter provided.

SECTION 2. The annual salary of the Chief Justice of the Supreme Court shall be twenty thousand dollars ($20,000), and the annual salary of each of the associate judges of said court shall be nineteen thousand five hundred dollars ($19,500).

SECTION 3. The annual salary of the President Judge of the Superior Court shall be eighteen thousand five hundred dollars ($18,500), and the annual salary of each of the associate judges of said court shall be eighteen thousand dollars ($18,000).

SECTION 4. The annual salary of each of the judges of the Courts of Common Pleas of the first and second judicial districts shall be fourteen thousand dollars ($14,000).

The annual salary of each of the judges of the Courts of Common Pleas, learned in the law, in judicial districts having a population of more than two hundred and fifty thousand and less than one million inhabitants shall be twelve thousand dollars ($12,000); in judicial districts having a population of one hundred thousand and more, but less than two hundred and fifty thousand inhabitants shall be eleven thousand dollars ($11,000); in judicial districts having a population of sixty-five thousand dollars and less than one hundred thousand inhabitants, shall be nine thousand dollars ($9,000); in judicial districts having a population of less than sixty-five thousand inhabitants, shall be eight thousand dollars ($8,000).

SECTION 5. The judges of the Court of Common Pleas of Dauphin County shall receive three thousand dollars ($3,000) additional for trying civil cases for the Commonwealth.

SECTION 6. In counties where separate Orphans' Courts are established the annual salary of each of the judges of said courts shall be the same as is paid to the judges of the Courts of Common Pleas in the respective counties where such separate Orphans' Courts are established.

SECTION 7. The annual salary of the President Judge of the Muncipal Court of Philadelphia shall be eleven thousand five hundred dollars ($11,500), and the annual salary of each of the judges of said court shall be eleven thousand dollars ($11,000).

SECTION 8. The annual salary of the President Judge of the County Court of Allegheny County shall be ten thousand five hundred dollars ($10,500), and the annual salary of each of the judges of said court shall be ten thousand dollars ($10,000).

SECTION 9. The annual salaries hereinbefore provided for shall be paid monthly by warrant of the Auditor General on the State Treasurer.

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3. SALARIES OF STATE CABINET OFFICERS

AN ACT

To amend section two hundred and eight of the act approved the seventh day of June, one thousand nine hundred and twenty-three, (P. L. 498), entitled "An act providing for and reorganizing the conduct of the executive and administrative work of the Commonwealth by the Executive Department thereof and certain existing and certain new administrative departments, boards, commissions, and officers; abolishing, combining, changing the names of, reorganizing, or authorizing the reorganization of certain administrative departments, boards, commissions, bureaus, divisions, offices, and agencies; defining the powers and duties of the Governor and other executive and administrative officers, and of the several administrative departments, boards, and commissions; fixing the salaries of the Governor, Lieutenant Governor, and certain other executive and administrative officers; providing for the appointment of certain administrative officers and of all deputies and other assistants and employes in certain departments, boards, and commissions; and prescribing the manner in which the number and compensation of the deputies and all other assistants and employes of certain departments, boards, and commissions shall be determined."

SECTION 1. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby

enacted by the authority of the same, That section two hundred and eight of the act approved the seventh day of June, one thousand nine hundred and twenty-three, (P. L. 498), entitled "An act providing for and reorganizing the conduct of the executive and administrative work of the Commonwealth by the Executive Department thereof and certain existing and certain new administrative departments, boards, commissions, and officers; abolishing, combining, changing the names of, reorganizing, or authorizing the reorganization of certain administrative departments, boards, commissions, bureaus, divisions, offices, and agencies; defining the powers and duties of the Governor and other executive and administrative officers, and of the several administrative departments, boards, and commissions; fixing the salaries of the Governor, Lieutenant Governor, and certain other executive and administrative officers; providing for the appointment of certain administrative officers and of all deputies and other assistants and employes in certain departments, boards, and commissions; and prescribing the manner in which the number and compensation of the deputies and all other assistants and employes of certain departments, boards, and commissions shall be determined," is hereby amended to read as follows:

SECTION 208. COMPENSATION OF THE GOVERNOR, LIEUTENANT GOVERNOR, AND HEADS OF DEPARTMENTS. Annual salaries shall be payable in equal semi-monthly installments as follows:

To the Governor, [eighteen] *twenty* thousand dollars.
To the Lieutenant Governor, eight thousand dollars.
To the Secretary of the Commonwealth, [eight] *ten* thousand dollars.
To the Attorney General, [twelve] *fifteen* thousand dollars.
To the Auditor General, twelve thousand dollars.
To the State Treasurer, twelve thousand dollars.
To the Secretary of Internal Affairs, [eight] *ten* thousand dollars.
To the Superintendent of Public Instruction, twelve thousand dollars.
To the Adjutant General, [eight] *ten* thousand dollars.
To the Secretary of Agriculture, [eight] *ten* thousand dollars.
To the Secretary of Forests and Waters, [eight] *ten* thousand dollars.
To the Secretary of Labor and Industry, ten thousand dollars.
To the Secretary of Health, ten thousand dollars.
To the Secretary of Highways, twelve thousand dollars.
To the Secretary of Welfare, ten thousand dollars.
To the Secretary of Banking, ten thousand dollars.
To the Insurance Commissioner, ten thousand dollars.
To the Secretary of Mines, ten thousand dollars.
To the Secretary of Property and Supplies, [eight] *ten* thousand dollars.
To the Secretary of Revenue, twelve thousand dollars.

Neither the Governor, Lieutenant Governor, nor the head of any administrative department, hereafter elected or appointed, shall receive any additional compensation for any services rendered to the Commonwealth in any capacity.

4. SALARY OF MAYOR—SECOND-CLASS CITIES

AN ACT

To amend the act approved the seventh day of April, one thousand nine hundred and twenty-seven, (P. L. 163), entitled "An act authorizing the council of cities of the second class to fix the salary of the mayor of said cities, and providing the maximum amount thereof," by removing the limitation on the amount of said salary.

SECTION 1. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby enacted by the authority of the same, That the act approved the seventh day of April, one thousand nine hundred and twenty-seven, (P. L. 163), entitled "An act authorizing the council of cities of the second class to fix the salary of the mayor of said cities, and providing the maximum thereof," is hereby amended to read as follows:

SECTION 1. Be it enacted, &c., That the salary of the mayor of cities of the second class of this Commonwealth shall be fixed by the council of said cities [in a sum not to exceed fifteen thousand dollars ($15,000.00) per annum], which salary shall not be increased or diminished during the term for which he shall have been elected.

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5. SALARIES OF DEPARTMENT HEADS—SECOND-CLASS CITIES

AN ACT

To amend the act approved the twenty-eighth day of May, one thousand nine hundred and thirteen, (P. L. 367), entitled "An act authorizing the council of cities of the second class to fix the salary of the heads of departments of said cities, and providing the maximum amount thereof," by removing the limitation on the amount of the salaries of heads of departments.

SECTION 1. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby enacted by the authority of the same, That the act approved the twenty-eighth day of May, one thousand nine hundred and thirteen, (P. L. 367), entitled "An act authorizing the council of cities of the second class to fix the salary of the heads of departments of said cities, and providing the maximum amount thereof," is hereby amended to read as follows:

SECTION 1. Be it enacted, &c., That the salaries of the director or head of each department of cities of the second class of this Commonwealth shall be fixed by the council of said cities, [in a sum not to exceed eight thousand ($8,000) dollars per annum].

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6. SALARY OF POLICE MAGISTRATES—SECOND-CLASS CITIES

AN ACT

To amend section one, article sixteen, of the act approved the seventh day of March, one thousand nine hundred and one, (P. L. 20), entitled "An act for the government of cities of the second class," as amended; empowering city councils to fix the salary of police magistrates.

SECTION 1. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby

enacted by the authority of the same, That section one, article sixteen, of the act approved the seventh day of March, one thousand nine hundred and one, (P. L. 20), entitled "An act for the government of cities of the second class," which was amended by the act approved the thirteenth day of April, one thousand nine hundred and twenty-seven, (P. L. 200), entitled "An act to amend section one of article sixteen of an act, approved the seventh day of March, one thousand nine hundred and one (Pamphlet Laws, twenty), entitled 'An act for the government of cities of the second class,' as amended, limiting the compensation of police magistrates," is hereby further amended to read as follows:

ARTICLE XVI

POLICE MAGISTRATES

SECTION 1. The police power for taking information, making arrests, and preservation of the peace, heretofore vested in the mayor and five police magistrates, shall hereafter vest in the mayor and not less than five nor more than eight police magistrates, as shall be designated by ordinance, all of whom shall not be of the same political party; to be appointed by the mayor, subject to the approval of the select council in such districts of the city as shall by ordinance be designated, whose term of office shall be during good behavior and until a successor shall be appointed and approved. Said magistrates shall receive an annual salary, [not exceeding six thousand dollars ($6,000)], to be fixed by councils, and shall serve for the term of the mayor appointing them, but subject to removal by him. This act shall not be construed to repeal the act of June sixteenth, one thousand eight hundred and ninety-one, entitled "An act relating to and defining the power and duties of police magistrates in cities of the second class," in so far as the same is not inconsistent herewith. The magistrates so appointed shall have all the powers and perform the duties given to and prescribed for said officers by existing laws for cities of the class aforesaid.

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7. SALARY OF MAYOR—SECOND-CLASS CITIES A

AN ACT

To amend the act approved the twenty-seventh day of April, one thousand nine hundred and twenty-seven, (P. L. 405), entitled "An act fixing the salary of the mayor and members of the council in cities of the second class A," authorizing councils of said cities to fix the salary of the mayor.

SECTION 1. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby enacted by the authority of the same, That the act approved the twenty-seventh day of April, one thousand nine hundred and twenty-seven, (P. L. 405), entitled "An act fixing the salary of the mayor and members of the council in cities of the second class A," is hereby amended to read as follows:

SECTION 1. Be it enacted, &c., That the salary of the mayor, in cities of the second class A [is hereby fixed at five thousand five hundred dollars per

annum] *shall be fixed from time to time by ordinance of the councils of said cities;* and the salary of the members of councils in such cities is hereby fixed at three thousand dollars per annum each. Said salaries shall be payable by the city from the city treasury in the manner provided by law.

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8. SALARIES OF CERTAIN BOROUGH OFFICERS

AN ACT

To amend sections one thousand and forty-seven and one thousand and fifty-six, and to repeal section one thousand and twenty-four, of the act approved the fourth day of May, one thousand nine hundred and twenty-seven, (P. L. 519), entitled "An act concerning boroughs, and revising, amending, and consolidating the law relating to boroughs," authorizing councils of boroughs to fix the salary and compensation of the burgess, auditors and controllers.

SECTION 1. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby enacted by the authority of the same, That section one thousand and forty-seven of the act approved the fourth day of May, one thousand nine hundred and twenty-seven, (P. L. 519), entitled "An act concerning boroughs, and revising, amending, and consolidating the law relating to boroughs," is hereby amended to read as follows:

SECTION 1047. COMPENSATION OF AUDITORS. [Each auditor shall receive not less than two nor more than five dollars per day of eight hours for each such day.] *The council of each borough shall fix by ordinance the per diem compensation of each auditor for each day of eight hours* necessarily employed in the discharge of his duties, to be paid by the borough [the compensation to be fixed by the council].

SECTION 2. That section one thousand and fifty-six of said act is hereby amended to read as follows:

SECTION 1056. SALARY OF CONTROLLER. [In boroughs having a population of twenty thousand inhabitants or more, the salary of the controller shall be one thousand five hundred dollars. In boroughs having a population of fifteen thousand or more, but less than twenty thousand inhabitants, the salary of the controller shall be twelve hundred dollars. In boroughs having a population of ten thousand or more, but less than fifteen thousand inhabitants, the salary of the controller shall be one thousand dollars. In boroughs having a population of less than ten thousand, and not less than five thousand, the salary of the controller shall not exceed seven hundred and fifty dollars. In boroughs having a population of less than five thousand, and not less than two thousand five hundred, the salary of the controller shall not exceed five hundred dollars. In boroughs having a population of less than two thousand five hundred, the salary of the controller shall not exceed three hundred dollars.] *The salary of the controller shall be fixed from time to time by ordinance of the borough council.*

SECTION 3. That section one thousand and twenty-four of said act, which reads as follows:

"SECTION 1024. SALARY OF BURGESS LIMITED. The salary of the burgess shall not exceed, per annum, one hundred dollars per thousand for the first five thousand population or fraction thereof; and fifty dollars per annum for each additional one thousand of population or fractional majority thereof; the population to be determined by the last United States decennial census, or by five times the number of electors in the borough, as shown by the last registration thereof: Provided, however, That, in any borough whose population, calculated as aforesaid shall exceed ten thousand, the borough council may, by ordinance, fix the salary of the burgess at any sum not exceeding two thousand dollars," be and the same is hereby repealed.

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9. SALARY OF DIRECTOR AND ASSISTANT DIRECTOR, LEGISLATIVE REFERENCE BUREAU

AN ACT

To amend sections three and four of the act approved the seventh day of May, one thousand nine hundred and twenty-three, (P. L. 158), entitled "An act creating a Legislative Reference Bureau; providing for the election of a director by the General Assembly; designating the officers and employes of such bureau, defining their duties; fixing their salaries; abolishing the present Legislative Reference Bureau; and making an appropriation."

SECTION 1. Be it enacted by the Senate and House of Representatives of the Commonwealth of Pennsylvania in General Assembly met, and it is hereby enacted by the authority of the same, That section three of the act approved the seventh day of May, one thousand nine hundred and twenty-three, (P. L. 158), entitled "An act creating a Legislative Reference Bureau; providing for the election of a director by the General Assembly; designating the officers and employes of such bureau, defining their duties; fixing their salaries; abolishing the present Legislative Reference Bureau; and making an appropriation," is hereby amended to read as follows:

SECTION 3. The Director of the Legislative Reference Bureau shall be qualified by experience, knowledge, and ability to conduct the work of the bureau. He shall be well versed in legislative procedure and parliamentary practice, and shall in such matters, when called upon, be ex-officio advisor to the General Assembly. He shall give bond, in the sum of ten thousand dollars, for the faithful performance of his duties, and he shall devote his whole time and attention to the duties of his office. He shall have access to the Law Library and the publications therein of the various State Governments and the United States Government, which may be generally classed as legislative documents. He shall receive a salary of [six thousand] *seven thousand five hundred* dollars per annum.

SECTION 2. That section four of said act is hereby amended to read as follows:

SECTION 4. The director shall appoint an assistant director, learned in the law, who shall be a skilled bill drafter, and who shall receive a salary of [six thousand] *not exceeding seven thousand five hundred* dollars per annum *to be fixed by the director*. The assistant director shall perform the duties of the director in the case of a vacancy in said office or in case of the absence or inability of the director to act, and he shall also perform such other duties as may be assigned to him by the director.

EXHIBIT B

CHRONOLOGICAL LIST OF OBSOLETE SALARY LAWS RECOMMENDED FOR REPEAL

1874, May 11, P. L. 129
1874, May 11, P. L. 135, Sec. 6
1874, May 14, P. L. 162
1876, May 1, P. L. 180
1888, May 2, P. L. 78, No. 35
1889, February 14, P. L. 5, No. 4
1889, February 25, P. L. 8, No. 10
1889, April 25, P. L. 46, No. 45
1889, April 25, P. L. 52
1889, May 7, P. L. 109
1889, May 7, P. L. 110, No. 117
1889, May 7, P. L. 118
1891, June 16, P. L. 306, No. 235
1893, June 12, P. L. 462, No. 332
1895, March 5, P. L. 14, No. 5
1895, March 5, P. L. 14, No. 6
1895, March 21, P. L. 22, No. 11
1895, April 18, P. L. 38, No. 23
1895, May 28, P. L. 127, No. 95
1895, May 30, P. L. 128
1895, May 30, P. L. 135, No. 104
1895, June 24, P. L. 237
1895, June 26, P. L. 324, No. 241
1897, July 14, P. L. 266
1897, July 14, P. L. 267
1897, July 15, P. L. 279
1899, April 28, P. L. 112, No. 89
1903, March 5, P. L. 15, No. 18
1903, April 2, P. L. 128
1903, April 8, P. L. 157
1903, April 8, P. L. 159
1903, April 9, P. L. 162, No. 119
1903, April 14, P. L. 180, Sec. 9
1903, April 16, P. L. 220
1903, April 23, P. L. 284, No. 215
1903, April 27, P. L. 320, No. 245
1905, March 1, P. L. 30, No. 9
1905, March 31, P. L. 83, No. 59
1905, April 13, P. L. 148
1905, April 14, P. L. 165
1905, April 17, P. L. 170, Sec. 3
1905, April 18, P. L. 206
1905, April 20, P. L. 236, No. 173
1905, April 22, P. L. 289
1905, April 27, P. L. 312, Sec. 11
1905, May 2, P. L. 350, No. 224
1905, May 2, P. L. 352, Sec. 27
1905, May 2, P. L. 361
1905, May 4, P. L. 386
1905, May 4, P. L. 387
1905, May 4, P. L. 389
1906, February 15, P. L. 30, No. 7, Sec. 1
1907, March 7, P. L. 11
1907, March 21, P. L. 26
1907, April 4, P. L. 48, No. 46
1907, April 15, P. L. 86
1907, April 21, P. L. 121, No. 97
1907, April 26, P. L. 121, No. 98
1907, May 7, P. L. 161, No. 126
1907, May 10, P. L. 196
1907, May 23, P. L. 223, No. 170
1907, May 25, P. L. 231
1907, May 25, P. L. 232
1907, May 25, P. L. 257, No. 195
1907, June 1, P. L. 382, No. 276
1907, June 7, P. L. 452, No. 304
1907, June 7, P. L. 459
1909, April 27, P. L. 264
1909, May 1, P. L. 308
1909, May 6, P. L. 456
1909, May 10, P. L. 499, No. 276
1909, May 10, P. L. 506, No. 284
1909, May 13, P. L. 536, No. 297
1911, February 28, P. L. 7, No. 5
1911, March 15, P. L. 21, No. 22
1911, May 5, P. L. 182
1911, May 5, P. L. 183
1911, May 5, P. L. 194
1911, May 5, P. L. 195
1911, May 5, P. L. 197, No. 147
1911, May 12, P. L. 293
1911, June 1, P. L. 624
1911, June 10, P. L. 868
1911, June 14, P. L. 911
1911, June 14, P. L. 912, No. 692
1911, June 15, P. L. 965
1913, April 29, P. L. 131, No. 87
1913, May 8, P. L. 164
1913, May 8, P. L. 170
1913, May 23, P. L. 337, Secs. 1 and 2
1913, June 7, P. L. 463
1913, June 12, P. L. 492, No. 325
1913, June 25, P. L. 559, No. 357
1913, July 16, P. L. 752, No. 405
1913, July 21, P. L. 870
1915, April 25, P. L. 176
1915, April 29, P. L. 203
1915, July 29, P. L. 204, No. 115
1915, May 6, P. L. 271, No. 165
1915, May 13, P. L. 302
1915, May 14, P. L. 496

1915, May 14, P. L. 519
1915, May 28, P. L. 615, No. 264
1915, June 3, P. L. 790, No. 349
1915, June 4, P. L. 814
1915, June 7, P. L. 875
1915, June 7, P. L. 877
1915, June 17, P. L. 1021
1917, April 5, P. L. 37
1917, April 12, P. L. 54
1917, June 7, P. L. 599
1917, July 16, P. L. 100, No. 323
1917, July 18, P. L. 1038
1917, July 18, P. L. 1064
1917, July 28, P. L. 1237
1919, February 26, P. L. 6
1919, February 26, P. L. 8
1919, May 8, P. L. 141
1919, May 16, P. L. 202
1919, June 12, P. L. 453, No. 228
1919, July 1, P. L. 708, Secs. 2 and 3
1919, July 8, P. L. 741, No. 302
1919, July 9, P. L. 807, No. 334
1919, July 9, P. L. 807, No. 335
1919, July 21, P. L. 1057, No. 424
1919, July 21, P. L. 1073
1919, July 22, P. L. 1116
1921, April 1, P. L. 89, No. 52
1921, May 25, P. L. 1119
1923, July 12, P. L. 1075

EXHIBIT C

SALARIES OF STATE OFFICERS FIXED BY STATUTE

Governor	$18,000
Lieutenant Governor	8,000
Auditor General[1]	12,000
State Treasurer	12,000
Attorney General	12,000
Secretary of the Commonwealth	8,000
Secretary of Internal Affairs	8,000
Superintendent of Public Instruction	12,000
Adjutant General	8,000
Secretary of Agriculture	8,000
Secretary of Forests and Waters	8,000
Secretary of Labor and Industry	10,000
Secretary of Health	10,000
Secretary of Highways	12,000
Secretary of Welfare	10,000
Secretary of Banking	10,000
Insurance Commissioner	10,000
Secretary of Mines	10,000
Secretary of Property and Supplies	8,000
Secretary of Revenue	12,000
Public Service Commission:	
Chairman	10,500
Six other members....each	10,000
Commissioner of Fisheries	6,000
Superintendent of State Police	6,000
State Board of Censors:	
Chairman	3,600
Vice-Chairman	3,300
Secretary	3,300
State Athletic Commission members....each	5,000
Pennsylvania Securities Commission:	
Chairman	7,500
Two other members ..each	7,000
Water and Power Resources Board:	
Engineer member	3,000
Workmen's Compensation Board:	
Chairman	9,000
Two other members ..each	8,500
Workmen's Compensation Referees ....each	5,000
Mine Inspectors ....each	4,800

Members of the following licensing boards, other than the ex-officio members, are paid $15.00 per diem when actually engaged in the performance of their official duties:

- State Board of Medical Education and Licensure.
- State Board of Pharmacy.
- State Dental Council and Examining Board.
- State Board of Optometrical Examiners.
- State Board of Osteopathic Examiners.
- State Board of Examiners for Registration of Nurses.
- State Board of Undertakers.
- State Board of Veterinary Medical Examiners.
- State Board for the Examination of Public Accountants.
- State Registration Board for Professional Engineers.
- State Board of Examiners of Architects.
- Mine Inspectors' Examining Board for the Bituminous Coal Mines of Pennsylvania.
- Anthracite Mine Inspectors' Examining Board.
- Osteopathic Surgeons' Examining Board.

Members of The Industrial Board, an advisory board attached to the Department of Labor and Industry, are paid $10.00 per diem when actually engaged in the performance of their official duties.

[1] Two Deputy Auditor Generals, revenue and disbursing, are authorized at $7,500 per annum (1927 May 11, P. L. 966).

STATE TREASURY DEPARTMENT[2]

Cashier[3]	$5,000
Assistant Cashier	3,600
Bond Clerk	3,000
Corporation Clerk	4,000
Assistant Corporation Clerk	2,500
Appropriation Clerk	3,000
Assistant Appropriation Clerks (2)	1,800
Deposit Clerk	2,000
Assistant Deposit Clerk	1,600
Warrant Clerk	1,800
Assistant Warrant Clerk	$1,600
Expert Bookkeeper	2,000
Corporation Bookkeeper	2,200
Assistant Corporation Bookkeeper	2,000
Clerk	1,800
Clerks (5)	1,500
Stenographer	1,400
Stenographer	1,200
Watchmen (3)	1,000
Messenger	1,200

[2] In addition to the positions shown below, other employes are employed in the State Treasury, under the authority of the General Appropriation Law, the State Treasurer fixing their salaries.

[3] The Cashier is provided for by Act of June 14, 1911, P. L. 910, and the remaining positions shown above by Act of June 1, 1915, P. L. 663.

STATE POLICE [1]

	Captains	Lieutenants	Sergeants	Corporals	Privates
School Troop (1)	$2,400	$1,800	$1,380	$1,320	No privates
Regular Troops (5)	2,400	1,800	[2] 1,380	1,320	$1,200

[1] The salary of the Superintendent of State Police ($6,000) is fixed by the Administrative Code; the other salaries are fixed by Act of May 21, 1921, P. L. 1061. The officers and enlisted men receive an increase of $120 per annum after one year's service, an additional increase of $120 per annum for the following three years, and an additional $60 per annum for the following two years (Act of April 27, 1925, P. L. 314).

[2] First Sergeant receives $1,500.

LEGISLATURE

MEMBERS [1]

	Salary		Postage		Mileage
	Regular session	Special session	Regular session	Special session	
President pro tem. of Senate .	$4,000	$1,000	$150	$50	$.05 circular, weekly
Speaker of House	4,000	1,000	150	50	.05 circular, weekly
Members of Senate and House	3,000	500	150	50	.05 circular, weekly

[1] The salaries and allowances of members of the Legislature are fixed by Acts of May 10, 1927, P. L. 880, and July 1, 1919, P. L. 717.

SENATE EMPLOYES [2]

[Compensation is on a per-diem basis unless otherwise indicated.]

Position	Regular session	Special session	Annual salary	Interim between sessions
Secretary	.....	.....	$7,500.00	.....
Chief Clerk	.....	.....	6,000.00	.....
Assistant Clerk	[3] $2,000.00	$10.00	.....	[4] $175.00
Librarian	.....	.....	4,500.00	.....
Assistant Librarian	.....	.....	3,600.00	.....
Journal Clerk	[3] 2,000.00	10.00	.....	.....
Assistant Journal Clerk	[3] 1,800.00	10.00	.....	.....
Executive Clerk	[3] 1,800.00	10.00	.....	.....
Message Clerk	8.00	8.00	.....	.....
Transcribing Clerks (5)	7.00	7.00	.....	.....
Historian	8.00	8.00	.....	.....
Sergeant-at-Arms	8.00	8.00	.....	.....
Chief Assistant Sergeant-at-Arms	7.00	7.00	.....	.....
Assistant Sergeant-at-Arms (8)	7.00	7.00	.....	.....
Postmaster	7.00	7.00	.....	.....
Assistant Postmaster	6.00	6.00	.....	.....
Messenger	6.00	6.00	.....	.....
Assistant Messenger	6.00	6.00	.....	.....
Superintendent of Folding Room	7.00	7.00	.....	.....
Pasters and Folders (4)	6.00	6.00	.....	.....
Clerk to President	7.00	7.00	.....	.....
Stenographer to President	7.00	7.00	.....	.....
Clerk to President pro tem.	.....	.....	1,500.00	.....
Stenographer to President pro tem.	.....	.....	1,200.00	.....

[2] Compensation of Senate employes is provided for by Acts of July 1, 1919, P. L. 717, and July 12, 1919, P. L. 945.

[3] Annual basis.

[4] Monthly basis.

SENATE EMPLOYES—Continued

Position	Regular session	Special session	Annual salary	Interim between sessions
Assistant to Secretary	10.00	10.00		[4] 200.00
Stenographer to Chief Clerk	7.00	7.00		
Stenographers to Senate Library (2)	8.00	8.00		[4] 150.00
Messenger Senate Library			1,200.00	
Chaplain	7.00	7.00		
Day Watchman			1,800.00	
Night Watchman			1,860.00	
Committee Clerks (12)	7.00	7.00		
Custodian Senate Chamber			1,800.00	
Assistant Custodians Senate Chamber (3)	3.00	3.00		[4] 75.00
Custodians Committee Rooms (2)	6.00	6.00		
Custodian Wash Room			1,800.00	
Superintendent Store Room			2,400.00	
Custodian Basement			1,800.00	
Page to President	3.00	3.00		
Page to President pro tem.	3.00	3.00		
Chief Page	3.00	3.00		
Pages (14)	2.00	2.00		
Stenographers (4)	5.00	5.00		
Filing Clerks (2)	7.00	7.00		
Compiling Clerks (2)	9.00	9.00		
Expert Stenographers (2)	15.00	15.00		
Expert Typists (4)	7.00	7.00		
Copy Holders (3)	7.00	7.00		
Proof Readers (3)	7.00	7.00		
Chief Reporter (1)	18.00	18.00		

HOUSE EMPLOYES [2]

[Compensation is on a per-diem basis unless otherwise indicated.]

Position	Regular session	Special session	Annual salary	Interim between sessions
Chief Clerk			$6,000.00	
Assistant Clerk	[3] $2,000.00	$10.00		[4] $175.00
Resident Clerk			4,500.00	
Assistant Resident Clerk			3,600.00	
Journal Clerk	[3] 2,000.00	10.00		
Assistant Journal Clerk	[3] 1,800.00	10.00		
Reading Clerk	[3] 2,000.00	10.00		
Assistant Reading Clerk	[3] 1,800.00	10.00		
Desk Clerks (2)	[3] 1,800.00	10.00		
Message Clerk	8.00	8.00		
Transcribing Clerks (9)	7.00	7.00		
Historian	8.00	8.00		
Sergeant-at-Arms	8.00	8.00		
Chief Assistant Sergeant-at-Arms	7.00	7.00		
Assistant Sergeant-at-Arms (16)	7.00	7.00		
Postmaster	7.00	7.00		
Assistant Postmaster	6.00	6.00		
Messenger	6.00	6.00		
Assistant Messengers (3)	6.00	6.00		
Superintendent of Folding Room	7.00	7.00		
Pasters and Folders (8)	6.00	6.00		
Speaker's Clerk	7.00	7.00		
Stenographer to Speaker	7.00	7.00		
Stenographer to Chief Clerk	7.00	7.00		
Stenographer to Resident Clerk	8.00	8.00		[4] 150.00
Messenger House Library			1,200.00	
Chaplain	7.00	7.00		

[2] Compensation of House employes is provided for by the Acts of July 1, 1919, P. L. 717, and July 12, 1919, P. L. 945.

[3] Annual basis.

[4] Monthly basis.

NOTE.—All Senate and House employes receive mileage of 10 cents circular one time.

HOUSE EMPLOYES—Continued

Position	Regular session	Special session	Annual salary	Interim between sessions
Day Watchman			1,800.00	
Night Watchman			1,800.00	
Committee Clerks (15)	7.00	7.00		
Custodians of Committee Rooms (2)	6.00	6.00		
Custodian of the House			1,800.00	
Assistant Custodians of the House (4)	3.00	3.00		[4] 75.00
Custodian Wash Room	6.00	6.00		
Custodian Basement			1,800.00	
Superintendent Store Room			2,400.00	
Speaker's Page	3.00	3.00		
Chief Page	3.00	3.00		
Pages (20)	2.00	2.00		
Stenographers (6)	5.00	5.00		
Filing Clerks (2)	7.00	7.00		
Compiling Clerks	9.00	9.00		
Chief Reporter (1)	18.00	18.00		
Reporters (4)	15.00	15.00		
Expert Typists (5)	7.00	7.00		
Copy Holders (3)	7.00	7.00		
Proof Readers (3)	7.00	7.00		

LEGISLATIVE REFERENCE BUREAU

Position	Annual salary	Monthly during session
Director of Bureau [1]	$6,000.00	
Assistant Director [1]	6,000.00	
Chief Compiler	[2] 4,800.00	
Compiler	[2] 4,000.00	
Bill Reading Clerk	[2] 3,600.00	
Search Clerk	[2] 3,000.00	
Messenger and File Clerk	[2] 1,800.00	
Chief Clerk	[2] 1,800.00	
Reference Librarian	[2] 2,400.00	
Stenographers (3)	[2] 1,500.00	
Bill-book Clerk		$175.00
Assistant Bill-book Clerk		150.00
Stenographers		100.00

[1] Salaries of the Director and Assistant Director of the Bureau are provided for by the Act of May 7, 1923, P. L. 158; all other salaries in the Bureau by Act of May 10, 1927, P. L. 876.

[2] Maximum salary. The Director of the Bureau has power to fix salaries within the maximum, taking into consideration length of service.

EXHIBIT D

STATUTORY SALARIES OF COUNTY OFFICERS AND EMPLOYES

COUNTY COMMISSIONERS

Class of Counties	County Commissioners	Chief Clerk	Solicitor	County Engineer	Deputy County Engineer	Clerk	Acts of Assembly
First	*a* $8,000	*b* $3,000					*a* 1923, June 12, P. L. 692 *b* Philadelphia 1927 Budget
Second	*c* Chairman, $15,000 Others, $12,000	Fixed by Salary Board *d*	*e* $2,000	*f* $5,000	*f* $3,000	Fixed by Salary Board *d*	*c* 1927, May 13, P. L. 982 *d* 1915, April 29, P. L. 200 *e* 1913, July 21, P. L. 870 *f* 1917, May 22, P. L. 260
Third	*g* $6,000	*h* $3,000 minimum	Fixed by Salary Board *i*	Fixed by Salary Board *j*			*g* 1927, April 27, P. L. 403 *h* 1925, March 19, P. L. 48 (Salary Board fixes) *i* 1925, April 27, P. L. 343 *j* 1876, March 31, P. L. 13
Fourth	*k* $5,000	Fixed by Salary Board *l*	Fixed by Salary Board *m*	Fixed by Salary Board *l*			*k* 1927, April 27, P. L. 403 *l* 1876, March 31, P. L. 13 *m* 1925, April 27, P. L. 343
Fifth	*n* $4,000	Fixed by Salary Board					*n* 1927, April 27, P. L. 403
Sixth	*o* $3,000						*o* 1927, April 27, P. L. 403
Seventh	*p* $1,000						*p* 1917, June 7, P. L. 570
Eighth	*q* $500						*q* 1917, June 7, P. L. 570

NOTES.—In counties of the second class, the salary of the County Engineer was fixed at $6,000 by the Act of July 17, 1919, P. L. 1035, but this Act was repealed by the Act of April 7, 1925, P. L. 181, which repeal seems to revive the Act of 1917.

The statutory salary of County Solicitor in second-class counties ($2,000) is obviously inadequate.

COUNTY TREASURER

Class of Counties	Treasurer	Deputy Treasurer	Clerks	Acts of Assembly
First	*a* $10,000	*a* $5,000		*a* Philadelphia 1927 Budget
Second	*b* $8,000	Fixed by Salary Board *c*	Fixed by Salary Board *c*	*b* 1909, May 10, P. L. 503 *c* 1915, April 29, P. L. 200
Third	*d* $5,000	*e* $3,000 minimum	Fixed by Salary Board *f*	*d* 1901, July 10, P. L. 641 *e* 1925, March 19, P. L. 48 (Fixed by Salary Board) *f* 1876, March 31, P. L. 13
Fourth	*g* $5,000	Fixed by Salary Board *h*		*g* 1895, July 2, P. L. 424 *h* 1876, March 31, P. L. 13
Fifth	*i* $5,000	Fixed by Salary Board *i*		*i* 1923, April 12, P. L. 62
Sixth	*j* $4,000 maximum	Fixed by Salary Board *j*		*j* 1923, June 29, P. L. 944
Seventh	Paid by fees			
Eighth	Paid by fees			

NOTE.—In counties of the sixth class, the County Treasurer receives fees, but is limited to $4,000.

COUNTY CONTROLLER AND COUNTY AUDITORS

Class of Counties	Controller	Deputy Controller	Solicitor	County Auditors	Acts of Assembly
First	*a* $8,000	*a* Two at $3,500			*a* Philadelphia 1927 Budget
Second	*b* $8,000	Fixed by Salary Board *c*			*b* 1909, May 10, P. L. 503 *c* 1915, April 29, P. L. 200
Third	*d* $5,000	*e* $3,000 minimum			*d* 1927, May 3, P. L. 516 *e* 1925, March 19, P. L. 48
Fourth	*f* $4,000		Fixed by Salary Board *g*		*f* 1895, July 2, P. L. 424 *g* 1919, April 4, P. L. 37
Fifth	*h* $3,500		Fixed by Salary Board *i*	*j* $250	*h* 1927, April 23, P. L. 377 *i* 1919, April 4, P. L. 37 *j* 1925, April 30, P. L. 380
Sixth 90,000-100,000	*k* $2,500			*l* $5.00 per day	
Sixth 80,000- 90,000	*k* $2,000				
Sixth 70,000- 80,000	*k* $1,500				
Sixth 60,000- 70,000	*k* $1,200				
Sixth 50,000- 60,000	*k* $1,000				
Seventh 40,000- 50,000	*k* $800			*l* $5.00 per day	*k* 1909, May 6, P. L. 434 *l* 1917, July 19, P. L. 1115
Seventh 30,000- 40,000	*k* $600				
Seventh 20,000- 30,000	*k* $500				
Eighth 10,000- 20,000	*k* $400			*l* $5.00 per day	
Eighth 10,000 or less	*k* $300				

NOTES.—There are County Auditors only in those counties where there is no Controller.

The office of County Controller exists in all counties over 100,000 (Act of March 27, 1913, P. L. 10), and may be created in all other counties under the Act of May 6, 1909, P. L. 434.

REGISTER OF WILLS AND CLERK OF THE ORPHANS' COURT

Class of Counties	Register of Wills	Deputy Register	Assistant Clerks of Orphans' Court	Number of clerks	Maximum salary of clerks	Minimum salary of clerks	Average salary of clerks	Acts of Assembly
First	*a* $5,000	*b* $4,000	*c* $4,000 $3,000 $2,300	*b* 45	*b* $3,000	*b* $2,000	*b* $2,095	*a* Philadelphia 1927 Budget *b* 1927, May 13, P. L. 992 *c* 1927, May 4, P. L. 717
Second	*d* $5,000	Fixed by Salary Board *e*	Fixed by Register with consent of Court *f*	Fixed by Salary Board *e*			Fixed by Salary Board *e*	*d* 1909, May 10, P. L. 503 *e* 1915, April 29, P. L. 200 *f* 1925, April 9, P. L. 219
Third	*g* $4,000	Fixed by Salary Board *h*	*i* $3,500 $2,500 $2,100	Fixed by Salary Board *h*				*g* 1901, July 10, P. L. 641 *h* 1876, March 31, P. L. 13 *i* 1927, May 4, P. L. 717
Fourth	*j* $4,000	Fixed by Salary Board *k*	*l* $2,500 $2,000 $1,400	Fixed by Salary Board *k*				*j* 1895, July 2, P. L. 424 *k* 1876, March 31, P. L. 113 *l* 1927, May 4, P. L. 717
Fifth	*m* $5,000	Fixed by Salary Board *n*						*m* 1925, April 30, P. L. 380 *n* 1923, July 11, P. L. 1054
Sixth	*o* $3,000	Fixed by Salary Board *o*		Fixed by Salary Board *o*			Fixed by Salary Board *o*	*o* 1923, June 29, P. L. 944
Seventh ...	Paid by fees							
Eighth	Paid by fees							

NOTES.—Clerks in counties of first class include two messengers and two janitors at $1,500 and $1,000, not included in average salaries. Additional Orphans' Court clerks may be appointed with the consent of the Court at a salary of $2,000.

In counties of the third and fourth classes additional clerks of the Orphans' Court may be appointed with the consent of the Court, at salaries of $1,500 and $1,200 respectively.

Where the Register is also Clerk of the Orphans' Court or Clerk of the Quarter Sessions, he receives in counties of the fifth class only $4,000. In fifth-class counties, where the Clerk of the Orphans' Court is a separate office, he receives $3,000.

In counties of the sixth class, where there is a separate Clerk of the Orphans' Court, he receives $2,500. Where the Register holds one additional office, his salary is increased $500, and where he holds two additional offices, then $1,000.

PROTHONOTARY

Class of Counties	Prothonotary	Deputy	Court Clerks	Clerks	Acts of Assembly
First	*a* $10,000	*b* $8,000 $6,000	*c* $5,000		*a* Philadelphia Budget, 1928 *b* 1925, March 19, P. L. 59 *c* 1925, May 14, P. L. 729
Second	*d* $8,000	Fixed by Salary Board *e*		Fixed by Salary Board *e*	*d* 1909, May 10, P. L. 503 *e* 1915, April 29, P. L. 200
Third	*f* $6,000	*g* $3,000 minimum		Fixed by Salary Board *h*	*f* 1901, July 10, P. L. 641 *g* 1925, March 19, P. L. 48 *h* 1876, March 31, P. L. 13
Fourth	*i* $6,000	Fixed by Salary Board *j*		Fixed by Salary Board *j*	*i* 1895, July 2, P. L. 424 *j* 1876, March 31, P. L. 13
Fifth	*k* $4,000	Fixed by Salary Board *l*		Fixed by Salary Board *l*	*k* 1925, April 30, P. L. 380 *l* 1923, July 11, P. L. 1054
Sixth	*m* $3,000	Fixed by Salary Board *m*		Fixed by Salary Board *m*	*m* 1923, June 29, P. L. 944
Seventh	Paid by fees				
Eighth	Paid by fees				

NOTES.—In counties of the fifth class where the Prothonotary is also Clerk of the Courts, or Clerk of the Orphans' Court, or Recorder of Deeds, the salary is $4,000.

In counties of the sixth class, where the Prothonotary holds one additional office, his salary is increased $500, and where he holds two additional offices, then $1,000.

In counties having a population from 250,000 to 1,000,000, the salary of the Deputy Prothonotary is $2,500 (Act of June 9, 1911, P. L. 753), but it is questionable whether this Act is followed where there is a Salary Board.

The Act of April 27, 1911, P. L. 81, fixes salary of Deputy Prothonotary, middle district of Supreme Court, at $720. The Act of May 1, 1913, P. L. 147, fixes salary of Deputy Prothonotary, eastern district of Supreme Court at $3,000. The General Appropriation Act of 1927 appropriates for a two-year period $4,800 for the Deputy Prothonotary and a clerk for the middle district; $7,800 for the Deputy of the eastern district and $6,000 for a deputy and clerk for the western district of Supreme Court.

RECORDER OF DEEDS

Class of Counties	Recorder	Deputy Recorder	Solicitor	Number of clerks	Maximum salary of clerks	Minimum salary of clerks	Average salary of clerks	Acts of Assembly
First	*a* $10,000	*b* $6,000	*b* $6,000	*b* 261	*b* $3,000	*b* $1,500	*b* $1,818	*a* Philadelphia 1927 Budget *b* 1927, May 13, P. L. 994
Second	*c* $8,000	Fixed by Salary Board *d*		Fixed by Salary Board *d*			Fixed by Salary Board *d*	*c* 1909, May 10, P. L. 503 *d* 1915, April 29, P. L. 200
Third	*e* $5,000	*f* $3,000 minimum	Fixed by Salary Board *g*					*e* 1927, May 3, P. L. 516 *f* 1925, March 19, P. L. 48 (Fixed by Salary Board) *g* 1876, March 31, P. L. 13
Fourth	*h* $1,000	Fixed by Salary Board *i*						*h* 1895, July 2, P. L. 424 *i* 1876, March 31, P. L. 13
Fifth	*j* $4,000	Fixed by Salary Board *k*						*j* 1925, April 30, P. L. 380 *k* 1923, July 11, P. L. 1054
Sixth	*l* $3,000	Fixed by Salary Board *l*		Fixed by Salary Board *l*			Fixed by Salary Board *l*	*l* 1923, June 27, P. L. 944
Seventh	Paid by fees							
Eighth	Paid by fees							

NOTES.—In first-class counties the number of clerks includes one messenger at $1,800, one messenger at $1,500, one janitor at $1,500, two assistant janitors at $1,200, two watchmen at $1,400, two assistant bookbinders at $1,200 and one telephone operator at $1,200, not calculated in average salary of clerks.

In counties of the sixth class, where the Recorder holds one additional office, his salary is increased $500, and where he holds two additional offices, then $1,000.

CLERK OF THE COURTS

Class of Counties	Clerk of the Courts	Deputy Clerk	Number of clerks	Maximum salary of clerks	Minimum salary of clerks	Average salary of clerks	Acts of Assembly
First	*a* $10,000	*a* $6,000	*a* 87	*a* $5,000	*a* $1,700	*a* $2,604	*a* 1927, May 13, P. L. 982
Second	*b* $8,000	Fixed by Salary Board *c*	Fixed by Salary Board *c*			Fixed by Salary Board *c*	*b* 1909, May 10, P. L. 503 *c* 1915, April 29, P. L. 200
Third	*d* $5,000	*e* $3,000 minimum	Fixed by Salary Board *f*			Fixed by Salary Board *f*	*d* 1927, May 3, P. L. 516 *e* 1925, March 19, P. L. 48 *f* 1876, March 31, P. L. 13
Fourth	*g* $4,000	Fixed by Salary Board *h*	Fixed by Salary Board *h*			Fixed by Salary Board *h*	*g* 1895, July 2, P. L. 424 *h* 1876, March 31, P. L. 13
Fifth	*i* $3,000	Fixed by Salary Board *j*	Fixed by Salary Board *j*			Fixed by Salary Board *j*	*i* 1925, April 30, P. L. 380 *j* 1923, July 11, P. L. 1054
Sixth	*k* $2,500	Fixed by Salary Board *k*	Fixed by Salary Board *k*			Fixed by Salary Board *k*	*k* 1923, June 29, P. L. 944
Seventh	Paid by fees						
Eighth	Paid by fees						

NOTES.—In counties of the first class the number of clerks includes one janitor at $1,200, not calculated in average salary of clerks.

In counties of the fifth class, where the Clerk of the Courts is also Clerk of the Orphans' Court, he receives $4,000.

In counties of the sixth class, where the Clerk of the Court of Oyer and Terminer is a separate office, he receives $1,000. Where the Clerk of the Courts holds one additional office his salary is increased $500, and where he holds two additional offices, then $1,000 increase.

COURT EMPLOYES

Class of Counties	Court Criers	Tipstaves	Judges' Clerks	Probation Officers	Acts of Assembly
First		*a* $3,000 maximum	Fixed by Judges *b*		*a* 1925, May 2, P. L. 500 (Court fixes) *b* 1927, May 4, P. L. 740
Second	*d* $3,000 maximum	*e* $2,200 maximum *e* $1,600 minimum		Fixed by Judge of County Court *f*	*d* 1923, March 20, P. L. 24 (Court fixes) *e* 1921, April 20, P. L. 157 (Salary Board) *f* 1925, April 7, P. L. 160
Third	*g* $1,650	*g* $1,500		$150 per month	*g* 1921, March 17, P. L. 32
Fourth	*h* $1,800 maximum	*h* $1,500 maximum	*i* $2,500 maximum	$150 per month	*h* 1927, March 30, P. L. 88 (Court fixes) *i* 1927, March 2, P. L. 3 (Court fixes)
Fifth				$150 per month	
Counties of 90,000–150,000 (fifth and sixth classes)	*j* $1,650 maximum	*j* $1,500 maximum		$150 per month	*j* 1925, April 9, P. L. 216 (Court fixes)
Sixth	*k* $1,000 maximum			$150 per month	*k* 1923, May 31, P. L. 474 (Court fixes)
Seventh and eighth				$150 per month	
Dauphin County			*l* $2,400 maximum	$150 per month	*l* 1921, March 10, P. L. 28 (Court fixes)

NOTES.—The maximum salary of Court Interpreters is $2,500 under the Act of July 7, 1919, P. L. 725. Court fixes the salary.

Court stenographers receive $10.00 a day, but may be paid by annual salary not less than $1,500 (Act of May 28, 1919, P. L. 289).

The Act of May 11, 1911, P. L. 268, provides for clerks and stenographers engaged in juvenile work of courts and fixes a maximum salary of $1,200.

In counties of less than 1,000,000 population, Probation Officers receive $150 per month (Act of July 10, 1919, P. L. 885).

DISTRICT ATTORNEY

Class of Counties	District Attorney	First Assistant	Other Assistants			Average salary of Assistants	Stenographer	Chief Detective	Asst. Chief Detective	Other Detectives		Acts of Assembly
			No.	Maximum salary	Minimum salary					No.	Salary	
First	$12,000 *(a)*	$7,500 *(b)*	*b* 19	$6,500 *(b)*	$3,000 *(b)*	$4,784 *(b)*	$2,200 to $1,500 *(a)*	$5,000 *(c)*	$3,500 *(c)*	*c* 10 *c* 10	$2,500 *(c)* $2,300 *(c)*	*a* Philadelphia 1927 Budget *b* 1925, April 29, P. L. 351 *c* 1925, April 29, P. L. 352
Second	$10,000 *(d)*	$6,500 *(e)*	*e* 11	$5,500 *(e)*	$3,200 *(e)*	$3,791 *(e)*		$5,000 *(f)*	$4,000 *(f)*	*f* 30	$2,600 *(f)*	*d* 1909, May 10, P. L. 503 *e* 1925, April 9, P. L. 218 *f* 1927, May 10, P. L. 878
Third:												*g* 1919, July 9, P. L. 795
Over 350,000	$6,000	$4,000	3	$3,500		$3,500		$2,500		*j* 3	$2,200	*h* 1927, April 28, P. L. 492
Under 350,000	$6,000 *(g)*	$3,500 *(h)*	3	$3,000 *(h)*		$3,000 *(h)*		$2,500 *(j)*		3	*(j)*	*j* 1921, May 12, P. L. 535
Fourth	$5,000 *(k)*	$3,500 *(l)*	*l* 3	$3,000 *(l)*		$3,000 *(l)*	$2,500 max. *(m)*	$2,500 *(n)*			$1,800 *(n)*	*k* 1919, July 9, P. L. 795 *l* 1927, April 28, P. L. 492 *m* 1927, April 9, P. L. 127 *n* 1921, April 21, P. L. 243
Fifth	$5,000 *(o)*	$2,500 *(p)*	*p* 1			$2,000 *(p)*						*o* 1919, July 9, P. L. 795 *p* 1927, April 28, P. L. 492
Sixth:												*r* 1927, April 28, P. L. 492
90,000-100,000	*u* $5,000	*(r)*	*r* 1			*r* $2,000	*v* $600	*t* $2,500				*t* 1927, April 6, P. L. 128
80,000- 90,000	*u* $3,125	$2,500					*v* $600	*t* $2,500				(Fixes maximum salary)
70,000- 80,000	*u* $2,500						*v* $600	*t* $2,500				*u* 1919, July 9, P. L. 795
60,000- 70,000	*u* $1,875						*v* $600	*t* $2,500				*v* 1925, May 2, P. L. 490
50,000- 60,000	*u* $1,562						*v* $600	*t* $2,500				
Seventh:												
40,000-50,000	*u* $1,250						*v* $600					*u* 1919, July 9, P. L. 795
30,000-40,000	*u* $1,000						*v* $600					*v* 1925, May 2, P. L. 490
20,000-30,000	*u* $625						*v* $600					
Eighth	*u* $500											*u* 1919, July 9, P. L. 795

NOTE.—In fourth-class counties, instead of two detectives, one only may be appointed at a salary of $2,000.

SHERIFF

Class of Counties	Sheriff	Deputy Sheriff	Solicitor	Clerks	Acts of Assembly
First	*a* $15,000	*b* $7,500	*a* $5,000 *a* $4,000		*a* Philadelphia 1928 Budget *b* 1927, May 13, P. L. 994
Second	*c* $8,000	Fixed by Salary Board *d*		Fixed by Salary Board *d*	*c* 1909, May 10, P. L. 503 *d* 1915, April 29, P. L. 200
Third	*e* $6,000	*f* $3,000 minimum	Fixed by Salary Board *g*	Fixed by Salary Board *h*	*e* 1901, July 10, P. L. 641 *f* 1925, March 19, P. L. 48 *g* 1925, April 27, P. L. 313 *h* 1876, March 31, P. L. 13
Fourth	*i* $6,000	Fixed by Salary Board *j*	*k* $500	Fixed by Salary Board *j*	*i* 1895, July 2, P. L. 424 *j* 1876, March 31, P. L. 13 *k* 1923, May 10, P. L. 183
Fifth	*l* $4,000	Fixed by Salary Board *m*		Fixed by Salary Board *m*	*l* 1927, April 23, P. L. 377 *m* 1923, July 11, P. L. 1054
Sixth	*n* $4,000	Fixed by Salary Board *o*		Fixed by Salary Board *o*	*n* 1927, March 24, P. L. 68 *o* 1923, June 29, P. L. 944
Seventh	Paid by fees				
Eighth	*p* $1,200				*p* 1923, May 19, P. L. 275

COUNTY JAILS

Class of Counties	Warden	Physician	Acts of Assembly
First	*a* $5,000	*b* $2,400	*a* 1905, May 2, P. L. 350 *b* 1905, May 2, P. L. 350
Second	*c* $6,500	*c* $4,000	*c* 1927, April 7, P. L. 139
Third	*d* $2,500		*d* 1901, July 10, P. L. 641
Fourth	*e* $2,000		*e* 1895, July 2, P. L. 424

CORONER

Class of Counties	Coroner	Deputy Coroner	Acts of Assembly
First	*a* $8,000	*b* $1,800	*a* Philadelphia 1927 Budget *b* 1917, July 20, P. L. 1141
Second	*c* $8,000	*c* $2,000	*c* 1909, May 10, P. L. 503, and 1911, June 1, P. L. 556
Third	*d* $3,000		*d* 1927, April 22, P. L. 348
Fourth	*e* $2,500		*e* 1927, April 7, P. L. 168
Fifth	*f* $1,500		*f* 1927, April 23, P. L. 377

NOTE.—Except as above shown, Coroners and their Deputies are paid by fees.

JURY COMMISSIONERS

Class of Counties	Jury Commissioners	Clerk	Acts of Assembly
First	There are no Jury Commissioners in Philadelphia		
Second	*a* $4,000	Fixed by Salary Board *a*	*a* 1925, May 12, P. L. 561
Third	*b* $900		*b* 1921, May 20, P. L. 976
Fourth	*c* $500		*c* 1895, July 2, P. L. 424
Fifth	*d* $250		*d* 1925, April 30, P. L. 380

NOTES.—The Act of June 25, 1913, P. L. 567, fixes the pay of Jury Commissioners generally at $4.00 per day.
Under the Act of March 2, 1927, P. L. 17, the compensation of the Clerk to the Jury Commissioners is fixed by the Salary Board and if no Board, then by the County Commissioners.

BOARDS OF ASSESSMENT AND REVISION OF TAXES

County	Member of Board	Real Property Assessor	Personal Property Assessor	Subordinate Assessors	Acts of Assembly
Philadelphia	*a* $10,000	*b* $5,000	*c* Chief, $5,000 *c* Others, $4,000		*a* 1927, May 13, P. L. 982 *b* 1927, May 7, P. L. 857 *c* 1927 April 7, P. L. 149
Allegheny	*d* $5,000			Fixed by Salary Board *e*	*d* 1919, July 22, P. L. 1093 *e* 1921, April 26, P. L. 307
Luzerne	*f* $4,000			*f* $3.00 per day	*f* 1905, March 24, P. L. 47

COUNTY BOARD OF VIEWERS

Class of Counties	Salary of Member of Board	Acts of Assembly
First	$6,500	1925, May 12, P. L. 619
Second	$6,500	
Third	$7.50 per day	1919, June 5, P. L. 393
Fourth	$12.00 per day	1927, March 29, P. L. 72
Fifth	$7.50 per day	1919, June 5, P. L. 393
Sixth	$7.50 per day	
Seventh	$7.50 per day	
Eighth	$7.50 per day	

Districts	Supreme Court	Superior Court	Common Pleas and Orphans' Court	County and Municipal Courts	Philadelphia Magistrates	Alder-men	Justices of the Peace	Acts of Assembly
Pennsylvania	C.J., $18,000 *(a)* J., $17,500 *(a)*	P.J., $16,500 *(a)* J., $16,000 *(a)*						*a* 1921, March 10, P. L. 29
Philadelphia County			*b* $12,000	P.J., $8,500 *(c)* J., $8,000 *(c)*	Chief, $6,000 Others, $5,000 *(d)*			*b* 1919, July 1, P. L. 708 *c* 1919, July 21, P. L. 1065 *d* 1927, May 10, P. L. 866
Allegheny County .			*e* $12,000	P.J., $8,500 *(f)* J., $8,000 *(f)*		Paid by fees	Paid by fees	*e* 1919, July 1, P. L. 708 *f* 1919, July 21, P. L. 1065
Counties of— 100,000–500,000 . 65,000–100,000 . Less than 65,000 .			*g* $10,000 *g* $8,000 *g* $7,000					*g* 1919, July 1, P. L. 708
Dauphin County ..			*g* $13,000					

NOTE.—The following abbreviations are used in the above table: P.J.—President Judge. C.J.—Chief Justice. J.—Justice or Judge.

PERSONAL REGISTRATIONS (ELECTIONS)

Districts	Commissioner	Chief Clerk	Asst. Clerks	Stenographers	Custodian	Messengers	Clerks	Recorder	Counsel	Registrar	Inspectors	Acts of Assembly
First-class cities (Philadelphia)	$4,000 *(a)*	$3,500 max. *(b)*	Two at $1,800 max. *(b)*	$1,500 max. *(b)*	Two at $1,200 max. *(b)*	$1,000 max. *(b)*	$4.50 per day *(b)*		$2,000 max. *(a)*	$10.00 per day *(b)*	$5.00 per day max. *(b)*	*a* 1919, July 10, P. L. 857 *b* 1921, May 20, P. L. 994 (Commission fixes within maximum)
Second-class cities (Pittsburgh and Scranton)	$2,000 *(c)*	$2,000 *(d)*	$1,500 *(d)*	$1,800 *(d)*	$1,800 *(d)*		$5.00 per day *(d)*	$2,500 *(d)*	$2,000 *(d)*	$10.00 per day *(c)*		*c* 1913, July 24, P. L. 977 *d* 1921, April 21, P. L. 239
Third-class cities	$10.00 per day *(e)*											*e* 1925, May 14, P. L. 693

ELECTION OFFICERS AND PERSONS ATTENDING ELECTIONS

Class of Districts	Judge of Election	Inspectors and Clerks	Constables	Assessors	Acts of Assembly
First-class cities	*a* $20.00 per day	*a* $10.00 per day	*b* $5.00 per day		*a* 1923, May 25, P. L. 455 *b* 1919, May 23, P. L. 274
Second-class counties	*c* $15.00 per day	*c* $10.00 per day	*d* $5.00 per day	*e* $5.00 per day	*c* 1925, April 27, P. L. 305 *d* 1919, May 23, P. L. 274 *e* 1923, April 3, P. L. 53 and 1921, May 12, P. L. 534
Third-class cities, boroughs and townships*	*f* $5.00 to $10.00 per day	*f* $5.00 to $10.00 per day	*g* $5.00 per day	*h* $5.00 per day	*f* 1927, May 5, P. L. 819 *g* 1919, May 23, P. L. 274 *h* 1923, April 3, P. L. 53, and 1921, May 12, P. L. 534

*Other than in second-class counties.

NOTES.—The election officers in third-class cities, boroughs and townships receive $5.00 for the first 100 votes cast and $1.00 for each additional 100 votes or fractional part thereof, with a maximum of $10.00.

MERCANTILE APPRAISERS (STATE)

County	Compensation	Acts of Assembly
Philadelphia	Fees of 62½ cents per license	1866, April 13, P. L. 104, Sec. 2
Allegheny	$5,000 maximum	1919, May 8, P. L. 159
Other counties	Fees of 50 cents per license	1865, February 27, P. L. 4

CITY AND COUNTY SEALERS OF WEIGHTS AND MEASURES

The minimum salary of Sealers of Weights and Measures is $1,000, except in counties of less than 15,000 population. The City Council or the County Commissioners fix the salary under Act of July 19, 1917, P. L. 1102.

EXHIBIT E

SALARIES OF MUNICIPAL OFFICERS AND EMPLOYES IN PHILADELPHIA, 1928

OFFICE OF MAYOR

Mayor	$18,000
Secretary	6,000
Consulting Engineer	12,000
Statistician	3,000
Chief Clerk	3,000
Budget Clerk	4,500
Executive Clerk	3,000
License Clerk	2,000
Contract and Ordinance Clerk	2,000
Confidential Clerks and Stenographers (5) ....each	2,000
Messenger	1,800
Chauffeurs (2) ....each	1,800
Telephone Operators (2)...each	1,500

DEPARTMENT OF PUBLIC SAFETY

Director	12,000
Assistant Director	5,000
Chief Clerk	3,500
Principal Clerk	2,400
Stenographer or Clerk	1,800
Stenographers or Clerks (3)....each	1,500
Stenographer and Typewriter	1,200
File Clerk	1,350
Messenger	1,500
Chauffeur	1,500
Telephone Operators (2) ..each	1,350

Medical Division

Chief Surgeon	5,000
Assistant Chief Surgeons (2)....each	2,200
District Surgeons (12) ...each	1,800
Druggist or Physician	1,800
Nurse	1,500
Consulting Internist	1,800
Nose and Throat Specialist	1,200
Eye Specialist	1,100
Masseur	750
Neurologist	750
Senior Clerk	1,500

Bureau of Police

Superintendent	5,500
Assistant Superintendents (2)....each	4,000
Chief Clerk	3,500
Secretary	2,600
First Assistant Clerk	2,000
Second Assistant Clerk	1,800
Assistant Clerk to Superintendent of Police	2,000
Record Clerk	2,200
Senior Stenographer	1,800
Fire Marshall	3,500
Chief Assistant Fire Marshall	2,500
Assistant Fire Marshalls (3)....each	2,200
Clerk	1,800
Fire Escape Inspectors (10)....each	1,700
Inspectors (8) ....each	2,800
Veterinarian	2,200
Assistant Veterinarian	1,500
Drillmaster	2,550
Bandmaster	2,550
Captains (50) ....each	2,550
Sergeants (156) ....each	2,250
House Sergeants (143)....each	2,150
Patrolmen (4,500) ....each $4.50-$5.50 per day	

Detective Division

Inspector	3,600
Captain	3,350
Lieutenants (4) ....each	2,500
Captain of Police	2,550
Detectives, First Grade (30)....each	2,200
Detectives, Second Grade (50)....each	2,050
Clerk to Detectives	1,900
Complaint Clerk	1,700
Photographer	2,750
Assistant Photographer	2,000

In addition to the employes shown above, the Bureau of Police employs 3 Pilots, 3 Marine Engineers, 4 Firemen, 6 Deck Laborers, 25 Hostlers, 6 Van Drivers, 26 Police Matrons, 61 Janitresses, 1 Driver of Supply Wagon, 18 Telephone Operators, 2 Messengers, 2 Saddlers, 90 Clerks and Stenographers, 1 Superintendent of Horses, and 1 Assistant Superintendent of Horses.

Bureau of Fire

Chief Engineer	5,500
Deputy Chief Engineer	3,500
Battalion Chiefs (11)....each	2,650
Secretary	1,950
Captains (99) ....each	2,250
Lieutenants (101) ....each	2,150
Steam Engineers (41) ....each	2,050
Marine Engineers (6) ....each	2,050
Marine Firemen (12) ....each	1,650
Pilots (6) ....each	2,000
Hose and Laddermen (1,705)....each $4.50-$5.50 per day	

Electrical Bureau

Chief	6,000
Manager	3,500
Assistant Manager	2,700
Superintendent of Fire Signal Boxes	2,550
Electrical Engineer	2,700
Chief Engineer	2,450
Chief Electrical Inspector	2,400
Chief Operator	2,250
Superintendent of Underground Construction	2,400
Bookkeeper	2,100
Stenographer and Secretary	1,800

Bureau of Building Inspection

Chief	5,000
Deputy Chief	3,000

Structural Engineer	3,000
Structural Engineers (4)..each	2,200
Engineer of Construction	2,700
Engineers of Concrete Construction (2) ..each	2,700
Inspectors of Sprinkler Equipment (3) ..each	2,700
Engineer Inspector of Steel Work	2,200
District Building Inspectors (24) ..each	2,200
Chief Clerk	2,200
Record Clerk	1,800
Clerks (3) ..each	1,600
Stenographer and Clerk	1,500
Assistant Stenographer and Clerk	1,500

Bureau of Elevator Inspection

Chief	3,500
Deputy Inspector	2,200
Supervising Inspectors (4) each	1,950
District Inspectors (20) ..each	1,800
Chief Clerk	1,700
Clerks (3) ..each	1,600
Stenographer	1,600
Messenger and Clerk	1,600

Bureau of Boiler Inspection

Chief	4,500
Assistants (6) ..each	1,800
Smoke Inspectors (2) ....each	1,600
Chief Clerk	2,000
Assistant Clerk	1,600
Registering Clerk	1,600
License and Index Clerk	1,600
Chauffeur	1,500

Bureau of Maintenance and Repairs

Chief	3,500
Superintendent	2,250
Assistant Superintendent	2,000

DEPARTMENT OF PUBLIC WORKS

Director	12,000
Assistant Director	5,000
Chief Clerk	3,000
Special Inspector	2,700
General Inspector	2,700
Clerk	1,800
Stenographer and Clerk	1,800
Stenographer and File Clerk	1,350
Typewriter	1,350
Telephone Operator	1,350
Messenger	1,500
Janitress	900
Paymaster	2,500
Assistant Paymaster	1,800
Head Payroll Clerks (2) ..each	1,800
Pay Clerks (3) ..each	1,750
Time Clerks (7) ..each	1,500
Chauffeur	1,500

Bureau of Gas

Chief	5,000
Assistant Inspector	1,700
Assistant Inspectors (4) ..each	1,600

Bureau of Lighting

Chief	2,500
Chief Clerk	1,600
Clerk	1,500
Inspectors (4) ..each	1,500

Bureau of Highways

Chief	8,000
Deputy Chief	5,400
Assistant Engineer, Construction	4,400
Assistant Engineer, Maintenance	4,400

Audit and Accounts

Chief Clerk	2,750
Assistant Chief Clerk	2,300
Clerk	2,200
Clerks (2) ..each	1,800
Clerks (2) ..each	1,700
Clerks (3) ..each	1,500
Clerks (6) ..each	1,400
Stenographer-in-charge	1,800
Stenographers (5) ..each	1,350
Messenger	1,400
Telephone Operator	1,350

Permits and Licenses

Supervising Engineer	2,750
Chief Draftsman	2,100
Clerk	1,800
Stenographer	1,350
Draftsmen (2) ..each	1,500
Draftsmen (2) ..each	1,400
Draftsmen (6) ..each	1,300
Draftsmen (3) ..each	1,150

District and Field Offices

District Engineers (6) ....each	2,750
Assistant Engineer	2,750
Assistant Engineers (2) ..each	2,350
Assistant Engineers (4) ..each	2,100
Stenographers (6) ..each	1,350
Superintendent of Motor Equipment	2,500

Division of Bridges and Sewer Maintenance

Assistant Engineers (2) ..each	2,750
Assistant Engineer	2,350
Clerk	2,000
Stenographer	1,350

Bureau of Street Cleaning

Chief	8,000
Assistant Engineer	4,500
Assistant Engineer	3,000
Assistant Engineer	2,750
Superintendent of Garbage Reduction Plant	5,000
Superintendent Harrowgate Incinerator	2,500
Superintendent Bartram Incinerator	3,000
General Superintendent Horses ..per month	291.66
Division Superintendents (2) ..per month, each	291.66
District Superintendents (10) ..per month, each	250.00
Superintendent of Motor Equipment ..per month	250.00
Superintendent of Shops ..per month	250.00
Superintendent of Garbage Collection ..per month	200.00
Supervising Engineers (4) ..per month, each	200.00
Superintendent of Accounts ..per month	250.00
Bookkeeper ..per month	187.50
Head Clerk	2,500
Clerks (3) ..each	1,800
Clerk	1,400
Stenographer-Clerk	1,350
Stenographer-in-charge	1,500
Stenographers (3) ..per month, each	112.50
Inspector ..per month	200.00
Storekeeper	1,800
Telephone Operator	1,350

Bureau of Engineering and Surveys

Chief Engineer and Surveyor	10,000
Principal Assistant Engineer	7,500
Assistant Chief Engineer and Surveyor	6,000

Board of Surveyors

Recording Clerk and Secretary	2,300
Chief Clerk	3,000
Executive Clerk	3,000
Survey Registrar	2,300
Sewer Registrar	2,300
Official Photographer	2,185

Division Engineers

Grade Crossings	5,800
Bridges	5,000

Assistant Engineers

Sewer Plans	4,500
Sewage Disposal	4,500
Sewer Construction	3,960
Testing Laboratory	3,300

Bureau of Water

Chief	10,000
Deputy Chief	5,000
Superintendent of Pumping Stations	4,000
Assistant to Chief	2,300
Engineer of Distribution	3,000
Mechanical Engineer	4,000
Registrar	3,000
Chief Clerk	2,300
Accountant	2,300
Stenographer	1,300
Chief Draftsman	2,600
Draftsman	1,500
Chief Pipe Inspector	2,250

Filters

General Superintendent	3,000
Superintendent, Torresdale	2,400
Superintendent, Belmont	2,000
Superintendent, Roxborough	2,000
Superintendent, Queen Lane	2,000
Assistant Engineer	1,900

Chemist

Belmont Laboratory, Chief	3,000
Sanitary Engineer	3,000

Registrar's Division

Permit Clerk	1,750
Chief Inspector (2) ....each	1,900

General Works

Assistant Superintendent	2,100
Master Mechanic	2,600
Foreman Rigger	1,700
Superintendent of Meters	2,200

City Repair Shop

Assistant Superintendent	2,300
Foreman	2,100

Pipe Construction

Superintendent of Distribution	2,700
Assistant Superintendents of Distribution (2) ....each	2,300
General Foremen (8) ....each	2,000

Chief Engineers at Pumping Stations

Lardner's Point	2,800
Torresdale	2,500
Belmont	2,500
Queen Lane	2,500
Shawmont	2,500

High Pressure Fire Service

Superintendent	2,500
Assistant Superintendent	2,000
Chief Engineer, Race Street	2,000
Chief Engineer, Fairhill	2,000

Bureau of City Property

Chief	5,000
Chief Clerk	2,700
Superintendent of Maintenance	2,400
Assistant Chief Clerk	1,900
Clerk	1,600
Clerk	1,500
File Clerk	1,500
Stenographer	1,350
Superintendent of Market and Vendors' Licenses	2,200
License Clerk	1,600
Supervisors of Market (3) each	1,200
Daughtsman	1,800
Caretaker Tower Clock	1,500
Landscape Gardner	2,200
Superintendent of Real Estate	2,000
Superintendent of Germantown Municipal Building	1,800

Independence Hall

Curator	4,000
Superintendent	1,800
Engineer	1,700

DEPARTMENT OF PUBLIC HEALTH

Director	12,000
Assistant Director	5,000
Chief Clerk	3,500
Editor Monthly Bulletin	2,000
Secretary and Stenographer	2,400
Confidential Clerk and Stenographer	1,700

Bureau of Health

Division of Health

Secretary	3,500
Assistant Engineer	2,000
Clerks (3) .....each	1,800
Clerk	1,600
Stenographers (2) .....each	1,600
Stenographer	1,350
Multigraph Operator	1,500

Division of Communicable Diseases

Chief	4,500
Medical Inspectors (41) ..each	1,800
Diagnostician	4,000
Assistant Diagnosticians (4) ..each	2,200
Chief Disinfector	1,800
Supervising Clerk	2,000
Statistical Clerk	2,000
Clerks (8) .....each	1,800
Clerks (2) .....each	1,600

Division of Child Hygiene

CHILD HYGIENE SECTION

Chief	4,500
Immunologist	2,200
Assistant Immunologists (5) ..each	1,800
Child Hygiene Physicians (3) ..each	1,500
Supervising Nurse	1,900
Assistant Supervising Nurses (6) .....each	1,800
Stenographer	1,800
Stenographer	1,600

PAROCHIAL SCHOOL SECTION

Chief Medical Inspector	4,500
Supervising School Medical Inspectors (2) ....each	1,900
School Medical Inspectors (15) ....each	1,100
Clerk and Stenographer	1,800

DENTAL SECTION

Supervising Dentist	3,000
Nurse	1,350
Dentists (20) ....each	1,200

EYE SECTION

Head Ophthalmologist	2,700
Assistant Ophthalmologist	1,800
Nurse	1,350

Medical Inspection of Public Schools

Director	5,500

Division of Laboratories

Chief	4,500
Assistant Chief	3,500
Chemist	3,500
First Assistant Bacteriologist	2,700
Second Assistant Bacteriologist	2,200
Third Assistant Bacteriologists (2) ....each	1,800
Fourth Assistant Bacteriologist	1,500
First Assistant Biological Products Department	2,000
Stenographer	1,600

Division of Housing and Sanitation

Chief	4,500
Assistant Chief	2,700
Supervising Housing Inspector	2,940
Assistant Supervising Housing Inspector	2,000
Supervising Plumbing Inspector	2,940
Assistant Supervisor of Plumbing	2,000
Supervising Sanitary Inspector	2,700
Special Inspector	1,800
Plan Examiner	1,800
Building Plan Examiner	2,200
Engineering Office Aid	1,800
Stenographer	1,700
Stenographers (2) ....each	1,600
Clerks (3) ....each	1,800
Clerk	1,700
Clerks (9) ....each	1,600
Prosecution Clerk	1,600
Plumbing Inspectors (12) ..each	1,800
Housing and Sanitary Inspectors (39) ....each	1,700

Cattle, Food, Meat and Milk Section

Supervising Cattle, Food, Meat and Milk Inspector	3,000
Inspector	1,800
Inspectors (19) ....each	1,700
Cattle, Meat and Milk Inspectors (Veterinarian) (7) ....each	1,700

Bureau of Hospitals

Chief	7,500
Chief Clerk	2,700
Paymaster	2,500

Philadelphia General Hospital

Superintendent	6,500
Assistant Superintendent	3,000
Physician and Psychopathologist	4,000
Chief, Pathological Laboratory	4,000
Chief, Radiological Department	3,500
Chief, Roentgen Ray Laboratory	2,700
Resident Radiologist	2,200
Chief Resident Physician	2,200
Assistant Resident Physicians (3) ....each	1,200
Superintendent of Nurses	2,750
Head Storekeeper	2,100
Chief Engineer	2,750
Head Pharmacist	2,000
House Agent	1,800
Maintenance Foreman	2,000
Secretary of Medical Staff	125

Philadelphia Hospital for Mental Diseases

Superintendent	5,500
Assistant Superintendent	3,000
Chief Resident Physician	3,000
Assistant Resident Physician	2,700
Assistant Resident Physician	2,000
Assistant Resident Physician	1,800
Junior Resident Physician	1,600
Junior Resident Physicians (2) ....each	1,350
Superintendent of Nurses	2,350
Head Farmer	2,000
Chief Engineer	3,000
Assistant Chief Engineer	2,000
House Agent	2,000

Philadelphia Hospital for Contagious Diseases

Superintendent	5,000
Chief Resident Physician	3,000
Assistant Resident Physician	2,500
Assistant Resident Physician	2,000
Junior Physician	1,500
Superintendent of Nurses	2,350
Chief Engineer	2,000
Principal Account Clerk	1,800

DEPARTMENT OF PUBLIC WELFARE

Director	12,000
Assistant Director	5,000
Physician-in-Chief	4,000
Chief Clerk	2,700
Confidential Clerk	2,000
Clerk (Statistical)	1,500
Stenographer and Clerk	1,500
Cashier and Clerk	1,500
Chauffeurs (2) ....each	1,500
Telephone Operator	1,350
Messenger and Clerk	1,500
Special Investigator	2,200

Bureau of Recreation

Chief	3,000
Executive Secretary	3,000
Chief Clerk	1,800
Stenographer	1,500
Clerk and Storekeeper	1,500

Bureau of Charities and Correction

Chief	4,000
Assistant Chief, Male	2,700
Assistant Chief, Female	2,400
Chief of Commissary	4,000
First Assistant Physician	1,900
Male Assistant Physician	2,400
Female Assistant Phyician	2,400
Chief Graduate Nurse	1,500
Apothecary	1,500
Dentist	2,200
Chief Clerk	2,700
Support Clerk	2,000
Bookkeeper	1,800
Chief Engineer	2,000
Farmer	1,200
Captain of Guard	1,800
Captain of Indigent	1,500
Supervisor, Brown's Farm	1,500

Bureau of Legal Aid

Chief	3,500
Secretary	1,700
Attorney	2,200
Assistant Attorney	1,800
Male Inspectors (2) ...each	1,700
Female Inspectors (2) ...each	1,700
Interpreters (2) ...each	1,800
Clerk	1,500
File Clerk	1,350
Stenographers (2) ...each	1,500
Chief of Investigators	1,800

Bureau of Personal Assistance

Chief	2,400
Chief Investigator	1,800
Investigators (6) ...each	1,700
Special Investigators (2) ..each	1,700

DEPARTMENT OF WHARVES, DOCKS AND FERRIES

Director	12,000
Assistant Director	5,000
Secretary	3,000
Statistician	2,200
Paymaster	2,200
Clerks (4) ...each	1,800
Stenographers (2) ...each	1,800
Stenographers (3) ...each	1,600
Clerk	1,600
Telephone Operator	1,350
Chauffeurs (2) ...each	1,500

Engineer Division

Chief Engineer	6,000
Harbor Engineer	4,000
Assistant Engineers (2) ..each	3,200
Assistant Engineer	3,000
Assistant Engineer	2,600
Assistant Engineer	2,700
Assistant Engineer	2,200
Mechanical Engineer	2,700
Mechanical Engineer	2,200
Squad Leader	3,000
Chief Draftsman	2,200
Draftsman	2,600
Draftsman	2,500
Structural Draftsman	2,500
Architectural Draftsman	2,000
Inspector of Concrete	2,600
Inspector of Lumber	2,200
Inspector of Dredging	2,200
Inspector, Electrical	2,100
Inspector	2,100
Inspectors (3) ...each	1,900
Sewer Inspector	2,000
Engineering Clerks (2) ...each	1,860

Hydrographic Corps

Hydrographic Engineer	2,200
Hydrographer	1,700
Leadsman	1,500
Recorders (2) ...each	1,500

Maintenance and Patrol

Superintendent of Docks	2,700
Dock Repair Foreman	2,000
Supervising Dock Patrolman ..	1,800
Dock Patrolmen (10) ...each	1,700
Watchmen (4) ...each	1,350

Operation of Chestnut Street Pier No. 4, South

Engineers (2) ...each	1,600
Foreman of Cleaners	1,350
Night Watchman	1,350
Cleaners (4) ...each	1,050
Messenger	1,350
Office Boy	650

City Ice Boats and Dredges

Superintendent	2,700

DEPARTMENT OF CITY TRANSIT

Director	12,000
Assistant Director	5,000
Secretary	2,700
Chief Clerk	2,700
Assistant Chief Clerk	2,000
Executive Clerk	2,600
Special Statistician and Traffic Expert	2,400
Clerk and Accountant	1,800
Filing Clerk and Librarian	1,800
Clerk	1,800
Stenographer	1,800
Chauffeur and Mechanician ..	1,500

Engineering Division

Chief Engineer	10,000
Engineer of Designs	8,000
Designing Engineer	7,200
Structural Engineer	4,500
Assistant Designing Engineers (2) ...each	4,800
Assistant Designing Engineers (2) ...each	4,500
Assistant Engineer in Field ...	3,900
Transit Engineer	4,200
Architectural Engineer	4,500
Assistant Engineer	3,600
Assistant Engineers (5) ..each	3,600
Assistant Engineers (5) ..each	3,300
Assistant Engineer	3,000
Assistant Engineers (3) ..each	3,500
Electrical Engineer	9,000
Assistant Electrical Engineers (2) ...each	4,200
Assistant Electrical Engineer ..	3,900
Assistant Electrical Engineers (2) ...each	3,600
Assistant Engineer	3,600
Assistant Engineer	3,000
Construction Engineer	7,200
Assistant Construction Engineer	5,000
Principal Assistant Engineers (2) ...each	6,000
Division Engineers (3) ...each	4,500
Division Engineer	4,000
Senior Assistant Engineers (6) ...each	3,600
Chief Steel Inspector	3,200
Head Photographer	2,700
Head Filing Clerk	2,100

DEPARTMENT OF SUPPLIES

Director	12,000
Assistant Director	5,000
Chief Clerk	2,900
Confidential Clerk	1,800
Chief Requisition Clerk	2,500
Assistant Requisition Clerk ..	1,800
Assistant Requisition Clerk ..	1,600
Schedule Clerk	1,800
Bid Record Clerk	1,800
Entry Clerk	1,600
Stenographers (2) ...each	1,500
Typists and Clerks (4) ...each	1,500
Miscellaneous Clerks (3) .each	1,500
Messenger and Clerks	1,600
Telephone Operator	1,350
Chauffeur	1,500
Janitor	1,200

Audits and Accounts Division

Chief Auditor	3,500
Assistant Auditor	2,600
Bill Clerk	1,700
Bookkeepers (2) ....each	2,000
Bookkeepers (3) ....each	1,800
Assistant Bookkeeper	1,500
Order Clerks (2) ....each	1,700
Stenographer	1,700
Typewriter and Clerk	1,800
Record Clerk	1,600
Ledger Clerks (2) ....each	1,600

Inspection Division

Chief Inspector	2,200
Assistant Chief Inspector	2,100
Inspector	1,900
Inspectors (5) ....each	1,700
Weighors and Assistant Inspectors (2) ....each	1,500
Stenographer	1,800
Laboratory Assistant	1,600

DEPARTMENT OF LAW

City Solicitor	12,000
First Assistant	7,500
Assistant	6,000
Assistant	5,500
Assistants (2) ....each	5,000
Assistant	4,500
Assistant	4,000
Assistants (3) ....each	3,500
Assistants (9) ....each	3,000
Assistant	2,750
Assistants (4) ....each	2,700
Assistant	2,450
Assitants (13) ....each	2,200
Assistants (25) ....each	1,800
Chief Claim Inspector	4,000
Chief Clerk	2,700

CITY ARCHITECT

City Architect	6,000
Assistant Architect	3,300
Chief Clerk	2,000
Chief Draftsman	3,300
Draftsmen (2) ....each	2,700
Secretary	1,700
Stenographer	1,600
Messenger	1,500

CIVIL SERVICE COMMISSION

Commissioners (3) ....each	5,000
Chief Clerk	2,700
Clerks (2) ....each	2,000
Chief Examiner	4,800
Assistant Chief Examiner	3,000
Assistant Examiner	2,200
Photographer and Custodian	1,800
Chief Investigator	2,000
Investigator	1,800
Medical Examiner	2,000
Clerk	1,800
Clerks (3) ....each	1,600
Clerks (3) ....each	1,500
Clerks (2) ....each	1,350
Secretary of Hearings and Notary Public	2,000
Stenographer	1,800
Stenographer	1,700
Stenographers (3) ....each	1,600
Messenger	1,350
Laboratory Assistant	1,600
Transcribing Machine Operator	1,600

DEPARTMENT OF CITY CONTROLLER

City Controller	8,000
Deputy Controller	3,500
Second Deputy Controller	3,500
Chief Auditor of Receipts	3,000
Chief Accountant	3,000
Chief Department Auditor	2,700
Bookkeeper	2,700
Examiner of Accounts	2,700
Auditors, Departmental Receipts (4) ....each	2,700
Registrar of Appropriations	2,450
Registrar of Contracts	2,450
Accounting Clerk	2,450
Department Auditors (8) ..each	2,000
Tax Auditors (11) ....each	2,200
Deliquent Tax and Water Auditor	2,200
Warrant Delivery Clerk	2,000
Miscellaneous Auditor	2,000
General Ledger Clerk	2,000
Record Index Clerk	2,000
Assistant Warrant Delivery and Miscellaneous Clerk	1,800
Water Auditors (11) ....each	1,800
Registars of Bills (3) ....each	1,800
Return Clerk	1,800
Bookkeepers, Municipal Pension Fund (2) ....each	2,000
Messenger and Clerk	1,800
Expenditure Analysis Clerk	1,800
Property Clerk	1,800
Registrar of Warrants	1,800
Stenographer and Typewriter	1,800
Miscellaneous Clerks (5) ..each	1,800
Custodian of Records	1,800
Secretary of Municipal Pension Fund	3,500

DEPARTMENT OF RECEIVER OF TAXES

Receiver of Taxes	10,000
Assistant Receiver of Taxes	4,500
Chief Clerk	3,000
Cashier	2,700
Principal Tax Collector	2,200
Principal Tax Clerks (2) ..each	2,000
Secretary-Stenographer	2,000
Principal Tax Clerks (2) ..each	1,800
Senior Tax Clerks (31) ..each	1,800
Senior Messenger	1,800
Junior Messengers (2) ...each	1,600

Delinquent Tax Bureau

Chief Delinquent Tax Collector	2,700
Cashier	2,200
Supervising Delinquent Tax Collector	2,200
Principal Tax Clerks (4) ..each	1,800
Delinquent Tax Collectors (43) ....each	1,800
Senior Docket Clerk	2,000
Senior Tax Clerks (10)...each	1,800
Tax Search Clerks (2)....each	1,800
Junior Docket Clerks (4)..each	1,700
Junior Messenger	1,600

Personal Tax and Miscellaneous Bureau

Cashier	2,200
Cashier	2,000
Tax Search Clerk	1,800
Senior Tax Clerks (3)....each	1,800

Tax Search Bureau

Principal Tax Search Clerk	2,200
Tax Search Clerks (9) ...each	1,800
Tax Search Clerk	1,700

Bureau of Water Rents

Head Clerk	2,700
Cashier	2,500
Cashiers (2) ....each	2,000
Principal Tax Clerk	1,800
Senior Tax Clerks (20)....each	1,800
Junior Tax Clerks (8)....each	1,700
Principal Tax Search Clerk	2,200
Water Search Clerks (4)..each	1,800

Water Assessment Division

Head Clerk	2,700
Accountant	1,900
Principal Water Clerk	2,050
Special Inspector	1,800
Supervisors (10)	1,650
District Water Meter Inspectors (31) ....each	1,500
Junior District Water Meter Inspectors (33) ....each	1,400
Stenographer	1,200
Senior Clerks (18) ....each	1,500
Junior Clerks (33) ....each	1,100
Junior Clerk	1,000
Messenger	1,000

Branch Tax Offices

District Tax Receivers (8)..each	2,500
Cashiers	2,000
Clerks	1,500

DEPARTMENT OF REVISION OF TAXES

Members of the Board of Revision (3) ....each	10,000
Chief Clerk	3,000
Executive Clerk	3,000
Secretary to the Board	2,400
Registration Clerk	2,700
Division and Locality Clerk....	1,800
Certificate Clerk	1,800
Allowance Clerk	2,700
Custodian	1,500
Draftsman	2,700
Bookkeeper and Filing Clerk...	1,200
Record Clerks (4) ....each	1,800
Real Estate Assessors (80)..each	5,000
Chief Personal Property Assessor	5,000
Peronal Property Assessors (8) ....each	4,000

CITY TREASURER

City Treasurer	10,000
Assistant City Treasurer	5,000
Chief Clerk	3,000
Executive Clerk	2,900
Executive Secretary	2,700
Receiving Teller	2,900
First Assistant Receiving Teller	2,400
Second Assistant Receiving Teller	2,100
Paying Teller	2,900
First Assistant Paying Teller..	2,400
Second Assistant Paying Teller	2,100
Third Assistant Paying Teller..	2,100
Auditor, Workmen's Compensation	2,700
Bookkeeper	2,500
First Assistant Bookkeeper	2,200
Second Assistant Bookkeeper..	2,200
Warrant Clerk	1,900
Assistant Warrant Clerks (3) ....each	1,800
State Clerk	2,900
First Assistant State Clerk ...	2,200
Second Assistant State Clerk..	2,000
Assistant State Clerks (7)..each	1,800
Cashier—State	2,000
Pay Roll Teller	1,800
Pay Roll Clerk	1,800
Bank Messengers (3) ....each	1,800
Secretary and Stenographer...	1,800
Stenographer	1,600
Telephone Operator	1,350
Watchmen (4)	1,500
Miscellaneous Clerk and Messenger	1,600
Guards (3)	1,700
Janitors (2)	1,200

RECORDER OF DEEDS

Recorder of Deeds	10,000
Deputy Recorder	6,000
Solicitor	6,000
Chief Satisfaction Clerk	3,000
Assistant Satisfaction Clerks (3) ....each	2,000
Chief Receiving Clerk	3,000
Assistant Receiving Clerks (3) ....each	2,000
Chief Clerk	3,000
Bookkeeper	2,500
Assistant Bookkeeper	1,800
Cashier	3,000
Chief Search Clerk	3,000
Mortgage Search Clerks (3)... ....each	2,000
Conveyance Search Clerks (3) ....each	2,000
Chief Deed Index Clerk	2,500
Assistant Deed Index Clerks (2) ....each	2,000
Chief Mortgage Index Clerk...	2,500
Assistant Mortgage Index Clerks (2) ....each	2,000
Miscellaneous Clerks (7) ..each	1,800
Chief Compare Clerk on Deeds..	2,500
Chief Compare Clerk on Mortgages	2,500
Clerks in Charge of Deeds (2) ....each	1,800
Clerks in Charge of Mortgages	1,800
Compare Clerks (13).....each	1,800
Auditors (2) .....each	1,800
Stenographer and Typist	1,500
Entry Clerk	1,800
Assistant Entry Clerk	1,800
Delivery Clerk	1,800
Satisfaction Clerk	1,800
Notation Clerk	1,800
Superintendent of Records	2,500
Typist in Charge of Records ..	1,800
Assistant Typist in Charge of Records	1,800
Typist in Charge of Charter ..	1,800
Certificate Clerks (2) ....each	1,800
Proof Typists (4) .....each	1,800
Superintendent of Typists	2,000
Assistant Superintendent of Typists	1,800
Messenger in Charge of Instruments	1,800
Recorders Messenger	1,500
Typists (55) .....each	1,800
Chief Clerk Copyist	2,000
Assistant Clerk Copyist	1,800
Recopyists (29) .....each	1,800
Special Typists (80).....each	1,800
Registration Clerks (3)....each	1,800
State Clerk	1,800
Chief Custodian	2,000
Custodians of Records (10).... ....each	1,800
Assistant Custodians (3)..each	1,800

Mechanician	2,000
Watchmen (2) ..... each	1,400
Bookbinder	2,000
Assistant Bookbinders (2) .. each	1,200
Janitor	1,500
Assistant Janitors (2) .... each	1,200
Telephone Operator	1,200

CLERK OF QUARTER SESSIONS AND MUNICIPAL COURT

Clerk	10,000
Deputy Clerk	6,000
Court Clerks (10) ..... each	5,000
Assistant Court Clerks (10) ..... each	3,000
Chief Account Clerk	3,500
Assistant Chief Account Clerk..	2,500
Cashier and Clerk	2,200
Assistant Cashier and Clerk ..	1,900
Naturalization Clerk	2,800
Assistant Naturalization Clerk	2,200
Chief Record, Appearance and Appeal Clerk	2,200
Record Clerk	2,000
Assistant Record Clerk	1,800
Assistant Record Clerks (2).. ..... each	1,700
Execution Clerk	1,800
Assistant Execution Clerk	1,700
Road Clerk	1,800
Assistant Road Clerk	1,700
Fee Clerks (2) ..... each	2,000
Warrant Clerk	2,000
Search Clerk	1,700
Stenographer and Typist	2,500
Stenographer	1,800
Stenographer	1,700
Clerks (4) ..... each	2,000
Clerks (4) ..... each	1,800
Subpœna Clerks (2) ..... each	1,800
Subpœna Clerks (2) ..... each	1,700
Custodian of Records	1,700
Assistant Custodian of Records	1,600
Custodian and Clerk	1,800
Assistant Custodian and Clerk..	1,800
Miscellaneous Clerks (17)..each	1,800
Miscellaneous Clerks (5)..each	1,700
Clerk to Court Officer	1,800
Messengers (2) ..... each	1,400
Janitor	1,200

DISTRICT ATTORNEY

District Attorney	12,000
First Assistant District Attorney	7,500
Assistant District Attorney....	6,500
Assistant District Attorneys (3) ..... each	6,000
Assistant District Attorneys (8) ..... each	5,000
Assistant District Attorneys (4) ..... each	4,000
Assistant District Attorneys (3) ..... each	3,000
Indictment Attorney	3,500
Chief Clerk	3,000
Indictment Clerk	2,700
Assistant Indictment Clerk	2,200
Chief Clerk, Homicide Department	2,700
Legal Stenographer	2,200
Detective	1,900
Detectives (2) ..... each	1,800
Clerks (2) ..... each	2,200
Clerks (3) ..... each	1,800
Stenographers (2) ..... each	1,800
Stenographers (2) ..... each	1,700
Stenographers and Typists (2) ..... each	1,700
Stenographers (2) ..... each	1,500
Stenographer and Clerk	1,500
Office Clerks (2) ..... each	1,800
Fee Clerk	1,800
Record Clerk	1,800
Clerk	1,800
Messenger	1,600
Telephone Operator	1,350
Cleaners (2) ..... each	900
Chief County Detective	5,000
Assistant Chief County Detective	3,500
County Detectives (10).... each	2,700
County Detectives (10).... each	2,500

DEPARTMENT OF CORONER

Coroner	8,000
Chief Deputy Coroner	4,800
Chief Clerk	2,000
Coroner's Physician	3,500
Coroner's Physicians (2) .. each	3,000
Special Investigator	2,200
Detective	1,900
Investigator and Deputy (2)... ..... each	1,800
Clerk and Deputy (2) .... each	1,800
Assistant Clerks (3) ..... each	1,800
District Deputies (8) .... each	1,800
Stenographer and Typist	2,200
First Assistant Stenographer and Typist	1,800
Second Assistant Stenographer and Typist	1,700
Third Assistant Stenographer and Typist	1,700
Messenger	1,500
Janitor	1,200
Telephone Operator	1,350

City Morgue

Superintendent	1,900
Assistant Superintendent	1,500
Engineer	1,700
Helper	1,200
Cleaner	900

City Burial Grounds

Superintendent and Operator ..	1,800
Helpers (2) ..... each	1,200

DEPARTMENT OF PRISONS

Philadelphia County Prison

General Superintendent	7,500
Assistant Superintendent	3,000
Chief Clerk and Clerk to Board of Inspectors	4,000
Prison Agent	2,500
Physician (Men's Department)..	3,000
Assistant Physician (Men's Department)	3,000
Matron	2,500
Physician (Women's Department)	3,000

Convict Department, Holmesburg

Assistant Superintendent	5,000
Clerk	2,500
Physician	3,300

PROTHONOTARY, COMMON PLEAS AND MUNICIPAL COURT

Prothonotary	10,000
Principal Deputy Prothonotary	8,000
Second Deputy Prothonotary ..	6,000
Special Executive Clerk	2,700
Bond, Fee Clerk and Bookkeeper	2,600
Cashier	2,600

Court Clerks (5) .....each	5,000
Municipal Court Clerks (5).. .....each	5,000
Assistant Court Clerks (5).. .....each	3,000
Executive Clerk	2,600
Executive Clerks (2) .....each	2,500
Executive Clerk	2,200
Executive Clerks (2) .....each	2,000
Stenographers and Clerks (2).. .....each	2,000
Stenographer and Clerk	1,800
Senior Writ Clerk	2,200
Writ Clerks (3) .....each	2,000
Assistant Bond and Fee Clerk..	2,250
Senior Exemplification Clerk ..	2,000
Exemplification Clerk	1,800
Senior Appearance Clerks (5) .....each	2,000
Senior Locality Search Clerks (2) .....each	2,000
Locality Search Clerks (2) each	1,800
Senior Title and Index Clerk ..	2,000
Senior Record Clerk	2,000
Senior Judgment Index Clerk ..	2,000
Adsectum Judgment Index Clerks (3) .....each	1,800
Senior Lien Clerk	2,200
Junior Judgment Index Clerks (4) .....each	1,800
Municipal Court Appearance Clerk	2,000
Junior Lien Clerk	2,000
Junior Appearance Clerk	1,800
Assistant Municipal Court Appearance Clerk	1,800
Stenographer and Clerk	1,800
Lien and Miscellaneous Clerks (3) .....each	1,800
Conditional Sales Clerk	2,200
Conditional Sales Clerk	1,800
Miscellaneous Clerks (15)..each	1,800
Junior Record Clerks (4)..each	1,800
Clerks (10) .....each	1,700
Messenger and Custodian of Dockets	1,500

REGISTER OF WILLS

Register	5,000
Deputy Register	4,000
Chief Clerk	3,000
Cashier and Bookkeeper	3,000
Assistant Chief Clerk	2,500
Chief Compare Clerk	2,200
Compare Clerks (3) .....each	2,000
Transcribing Clerks (5) ..each	2,000
Chief Account Clerk	2,200
Account Clerks (5) .....each	2,000
Recording Clerks (5) ....each	2,000
Inventory Clerks (3).....each	2,000
Index Clerks (5) .....each	2,000
Miscellaneous Clerks (5) ..each	2,000
Stenographer and Typist	2,000
Search Clerk	2,000
Custodian of Records (2)..each	2,000
Messenger and Custodians (2).. .....each	1,500

DEPARTMENT OF SHERIFF

Sheriff	15,000
Chief and Real Estate Deputy..	7,500
Personal Deputy	5,000
Solicitor	5,000
Solicitor	4,000
Special Deputy	4,000
Chief Clerk	2,675
Execution Clerk	2,000
Clerk to Real Estate Deputy...	2,000
Appearance and Return Clerk (2) .....each	2,000
Fee Clerk	2,000
Assistant Return Clerks (8).each	1,800
Miscellaneous Clerk	1,700
Deputy Sheriffs (9) .....each	2,200
Assistant Execution Clerk	1,700
Quarter Sessions Deputy	2,200
Deputy Sheriff, Morals Court..	1,800
Court Deputies (6—part time) .....each	120
Bill Posters (2) .....each	1,800
Stenographer to Solicitor	1,800
Confidential Clerk and Stenographer	1,700
Stenographer to Chief Deputy.	1,800
Writ Servers (62).....each	1,700
Clerks (2) .....each	1,700
Auctioneer	720
Superintendent of Court Service	1,800
Assistant Superintendent of Court Service	1,700
Prisoners' Guards (18)....each	1,700
Chauffeurs (3) .....each	1,700
Matron, Cell Department	1,500
Janitor and Guard	1,500
Deputy in Charge of Criminal Work	2,200
Clerks, Domestic Relations Court (2) .....each	1,700
Matrons, Juvenile Court (2).. .....each	1,500
Juvenile Court Deputy	1,800
Matron, Morals Court	1,500
Telephone Operator	1,350
Bond Clerk	2,000

REGISTRATION COMMISSION

Registration Commissioners (5) .....each	4,000
Chief Clerk	3,500
Assistant Clerks (2) .....each	2,000
Stenographer	1,800
Custodians (2) .....each	1,500
Inspector .....per day	5.00
Messenger	1,200
Special Counsel	2,200

CITY COMMISSIONERS

Commissioners (3) .....each	8,000
Chief Clerk	3,000
Warrant Clerk	2,000

Election Department

Superintendent of Election	3,000
Election Clerk	2,500

Bureau of Weights and Measures

Supervisor	4,000
Deputy Supervisor	3,000
Chief Clerk	2,700
District Supervisors (3)..each	2,700
Inspectors (60) .....each	1,800

DIVISION OF CHILDREN'S AGENTS AND INVESTIGATORS

Supervisor	3,000
Assistant Supervisor	2,250
Agents (24) .....each	1,800

BOARD OF VIEWERS OF PHILADELPHIA COUNTY

Members of the Board (9)..each	6,500
Chief Clerk and Engineer	3,000
First Assistant Clerk	2,000
Second Assistant Clerk	2,000

Stenographer	2,000
Clerks (4) ....each	1,500

COMMISSIONERS OF FAIRMOUNT PARK

Secretary	4,000
Park Solicitor	1,200
Chief Engineer	4,500

GAS COMMISSION

Commissioners (3) ....each	5,000

COURTS OF PHILADELPHIA

Common Pleas Court, No. 1

Clerk	5,000
Assistant Clerk	3,000
Criers (2) ....each	3,250
Tipstaves (7) ....each	3,000
Stenographers (3) ....each	5,000
Assistant Stenographers (3)... ....each	2,200

Common Pleas Court, No. 2

Clerk	5,000
Assistant Clerk	3,000
Criers (2) ....each	3,250
Tipstaves (9) ....each	3,000
Stenographers (3) ....each	5,000
Interpreter	2,500

Common Pleas Court, No. 3

Clerk	5,000
Assistant Clerk	3,000
Crier	3,250
Assistant Crier	3,250
Tipstaves (8) ....each	3,000
Stenographers (3) ....each	5,000
Interpreter	3,500

Common Pleas Court, No. 4

Clerk	5,000
Assistant Clerk	3,000
Crier	3,250
Assistant Crier	3,250
Tipstaves (7) ....each	3,000
Stenographers (3) ....each	5,000
Assistant Stenographer	2,200
Interpreter	3,500

Common Pleas Court, No. 5

Clerk	5,000
Assistant Clerk	3,000
Crier	3,000
Assistant Crier	3,000
Tipstaves (9) ....each	3,000
Stenographers (3) ....each	5,000
Interpreter	3,500

Court of Oyer and Terminer, General Jail Delivery and Quarter Sessions of the Peace

Tipstaves of the Court (35)... ....each	3,000
Probation Officer	3,600
Probation Officers (2)....each	2,700
Probation Officer	2,200

Orphan's Court

Crier	3,000
Court Tipstaves (11) ....each	3,000
Court Clerks (6) ....each	4,000
Court Stenographers (6)..each	4,500
First Assistant Clerk	4,800
Second Assistant Clerk	3,000
Third Assistant Clerk	2,500
Assistant Clerks (17)....each	2,200
Interpreter	2,200

Municipal Court

Chief Clerk	5,000
Crier	3,500
Criers (3) ....each	3,250
Criers (4) ....each	3,000
Officers of Court (49)....each	3,000

Juvenile Court and House of Detention

Superintendent, House of Detention	2,000

Criminal Division

Clerk	4,000
Crier	3,500

Domestic Relations Division

Clerk	4,000
Crier	3,250

Juvenile Division

Clerk	4,000
Crier	3,000

Misdemeanants' Division

Clerk	4,000
Crier	3,250

Small Claims Division

Clerks (2) ....each	5,000

Magistrates' Courts

Chief Magistrate	6,000
Magistrates (27) ....each	5,000

SALARIES OF MUNICIPAL OFFICERS AND EMPLOYES IN PITTSBURGH, 1928

MAYOR'S OFFICE

Mayor	$10,000
Mayor's Secretary	4,000
Assistant Secretary	2,400
Clerk	2,310
Stenographer	2,310
Stenographer and File Clerk	1,518
Messenger	1,692
Chief Accountant	4,000
Accountant	3,000
Stenographer's Clerk	1,482
Chauffeur	1,920
Paymaster	3,048
Clerks, Paymaster (2) ....each	4,068

COUNCIL

Councilmen (9) ....each	8,000

CITY CLERK'S OFFICE

City Clerk	3,960
Assistant Clerk	3,960

Recording Clerk	3,000
Clerk	2,750
Stenographic Clerk	2,400
Stenographic Clerk	2,250
Chauffeur	1,920

POLICE MAGISTRATES

Police Magistrates (2) ....each	4,000
Police Magistrates (6) ....each	3,000
Clerk	2,270

Morals Court

Chief Clerk	2,270
Stenographer's Clerk	1,758
Magistrate's Clerk	1,500

Traffic Court

Stenographer Clerk	1,758
Clerks (7) ....each	1,692
Magistrate's Clerk	1,800
Typists (6) ....each	1,260

MUNICIPAL GARAGE AND REPAIR SHOP

Superintendent	3,600
Chauffeur-Mechanic	1,692
Machinists (6) ....each	[1] 10.00
Blacksmiths (2) ....each	[1] 9.00
Blacksmith Helpers (2) ..each	[1] 6.00
Wagonmakers (2) ....each	[1] 9.00
Clerk	[1] 4.25
Auto Mechanics (4) ....each	[1] 8.00
Coach Painter	[1] 12.00
Storekeeper	[1] 4.25
Engineer	[1] 8.00
Laborers (7) ....each	[1] 4.00

SUPERVISOR OF CITY STABLES

Supervisor of City Stables	2,280
Veterinary Surgeon	1,458
Clerk	1,206

CITY ARCHITECT

City Architect	4,500
Draftsman	2,900
Draftsman	2,700
Stenographer	1,344

DEPARTMENT OF CITY DEVELOPMENT

Secretary	3,500

CITY CONTROLLER

City Controller	5,000
Deputy Controller	4,800
Chief Accountant	4,800
Chief Clerk and Accountant ...	4,000
Accountant	3,300
Accountant	3,000
Accountants (2) ....each	2,850
Accountants (2) ....each	2,544
Accountant	2,480
Warrant Clerk	2,730
General Clerk	1,692
Field Auditors (2) ....each	2,400
Street Account Clerk	2,850
General Clerk and Auditor	2,280
Controller's Auditors (2) .each	2,034
Stenographer-Clerks (2) ..each	1,830
Counter Clerk	1,830
Clerk	1,830

DEPARTMENT OF TREASURER

City Treasurer	8,000
Chief Clerk	3,960

[1] Per day.

Cashier	3,000
Bond Clerk	2,400
Clerk-Account Current	2,400
Assistant Cashier	2,280
Clerk	2,300
Clerks (4) ....each	2,034
Stenographer-Clerk	2,034
Clerks (3) ....each	1,692
Stenographers (2) ....each	1,415
Dog License Collector	1,200

DEPARTMENT OF COLLECTOR OF DELINQUENT TAXES

Chief Clerk	3,600
Clerks (2) ....each	2,208
Bookkeeper	2,034
Clerks (5) ....each	1,968
Clerk	1,692
Clerks (2) ....each	1,416
Stenographer-Clerk	1,416

DEPARTMENT OF LAW

City Solicitor	8,000
First Assistant City Solicitor ..	6,000
Assistant City Solicitors (2) each	4,200
Assistant City Solicitors (5) each	3,000
Chief Clerk	3,240
Investigator	2,750
Investigator	2,250
Investigator	1,800
Stenographers (3) ....each	2,000
Messenger-Clerk	1,800
Clerk	1,596

Public Utilities Litigation

Special Assistant City Solicitor	6,000

Bureau of Municipal Improvements

Lien Clerk	3,600
Assistant Lien Clerk	2,000
Municipal Improvement Clerk .	3,600
Stenographer	1,416
Stenographer	1,206

Bureau of Public Improvements

Superintendent	3,600
Chief Clerk	1,200
Clerk	2,034
Clerk	1,482
Evidence Stenographers (2) each	2,034
Service Clerks (2) ....each	1,860
Engineering Draftsman	2,034

BOARD OF CITY ASSESSORS

Chief Assessor	3,500
Assessors (9) ....each	4,500
Chief Clerk	3,160
Assistant Chief Clerk	2,400
Clerk	2,400
Clerks (4) ....each	2,028
Clerk	1,980
Clerks (4) ....each	1,860
Clerks (5) ....each	1,740
Comptometer Clerks (2) ..each	1,740
Clerks (4) ....each	1,620
Supervising Draftsman	2,544
Engineering Draftsmen (2) each	2,034
Stenographer-Clerk	2,000

CIVIL SERVICE COMMISSION

President	3,000
Commissioners (2) ....each	3,000

DEPARTMENT OF CITY PLANNING

Chief Engineer	7,500
Assistant Chief Engineer	4,000

Executive Secretary	4,000
Stenographer-Clerk	1,554
City Planner	3,600
Assistant Engineer	2,544
Draftsmen (4) ....each	2,034

Division of Shade Trees

Forestor	2,034
Foreman	1,800

DEPARTMENT OF BOARD OF ADJUSTMENT

Chairman	4,500
Members (2) ....each	4,000
Secretary-Engineer	4,000
Evidence Stenographer	2,040
Counter Clerk	2,100

ART COMMISSION

Executive Secretary	2,496

DEPARTMENT OF SUPPLIES

Director	6,500
Chief Clerk	3,600
Auditor	2,700
Bookkeeper	1,830
Clerks (2) ....each	2,034
Contract and Specification Clerk	1,500
Clerk	1,554
Clerk	1,482
Clerk	1,416
Clerks (2) ....each	1,206
Stenographer	1,692
Stenographer	1,482
Stenographer	1,416
Messenger	1,692
Storekeeper	1,692
Chauffeur-Deliverymen (2) each	1,680
Warehousemen (2) ....each	1,500

BOARD OF WATER ASSESSORS

Chairman	4,500
Members (2) ....each	3,600
Chief Clerk	2,400
General Clerk	2,034
Adjusters (2) ....each	2,154
Meter Clerks (9) ....each	1,740
Chief Rate and Assessment Clerk	2,100
Transfer Clerk	1,800
Counter Rate and Assessment Clerk	1,740
Stenographer	1,416
Addressograph Operator	1,380
Rate and Assessment Clerks (18) ....each	1,620

CARNEGIE FREE LIBRARY OF ALLEGHENY

Director	4,500
Head Reference Assistant	2,640
Head Cataloguer	1,740
Assistant Head Cataloguer	1,500
Children's Librarian	1,620
Supervisor of Training	1,740
Assistants (2) ....each	1,500
Assistant	1,440
Assistant	1,380
Sub-Assistants (7) ....each	1,260
Sub-Assistant	1,080
Sub-Assistants (4) ....each	1,020
Apprentice	900
Apprentices (4) ....each	840
Apprentices (2) ....each	780
Stenographer-Clerk	1,206
Organist	1,692
Head Janitor	1,554
Cleaners (6) ....each	1,002
Engineer	[1] 8.00
Janitors (3) ....each	[1] 4.00
Sunday Assistants (2) ....each	[1] 4.50
Sunday Assistant	[1] 2.75

Woods Run Branch

Librarian	2,040
Assistant Librarian	1,440
Apprentice	780
Cleaner	1,002

DEPARTMENT OF CITY TRANSIT

Erecting Engineer	10,000
Designing Engineer	6,500
Designing Engineer	5,000
Assistant Engineer	4,200
Assistant Engineer	3,600
Assistant Engineer	3,300
Assistant Engineer	3,150
Assistant Engineer	3,000
Structural Draftsmen (2) .each	3,000
Chief Statistician	3,600
Transit Statistician	2,760
Statistical Clerk	2,100
Statistician-Draftsman	2,400
Subway Draftsman	2,640
Draftsmen (3) ....each	2,400
Draftsmen (4) ....each	2,100
Draftsmen (3) ....each	1,800
Assistant Surveyor	2,100
Junior Assistants (2) ....each	1,800
Junior Assistants (3) ..each	1,650
Junior Assistants (4) ....each	1,500
Junior Assistants (3) ....each	1,400
Transit Clerk	2,100
Stenographer	1,740
Stenographer	1,500

DEPARTMENT OF PUBLIC HEALTH

Director	7,000
Chief Clerk	3,300
Accountant	2,850
Stenographer-Clerk	1,692

Bureau of Infectious Diseases

Superintendent of Bureau of Infectious Diseases and Superintendent of Municipal Hospital	5,500
Chief Clerk	2,280
Clerk	2,100
Stenographer-Clerk	1,416

Division of Registration

Chief Statistical Clerk	2,208
Statistical Clerk	1,830

Division of Transmissible Diseases

Chief Medical Inspector	2,940
Supervising Medical Inspector	2,280
Medical Inspectors (6) ....each	1,900
Clerk	1,896
Clerk	1,458
Field Inspector	1,920
Field Nurses (13) ....each	1,512

Division of Bacteriology

Director of Laboratories	3,378
Bacteriologist	2,940
Bacteriologist	2,280
Assistant Chemist and Bacteriologist	2,034
Clerk	1,692
First Laboratory Assistant	1,692
Second Laboratory Assistant	1,500
Third Laboratory Assistant	1,344

[1] Per day.

Sample Collectors	1,416
Laboratory Cleaner	[1] 4.50
Division of Municipal Hospital	
Resident Physician	3,000
Assistant Resident Physician	2,400
Clerk	1,278
Chauffeur	1,380
Superintendent of Nurses	1,554
Night Superintendent of Nurses	1,206
Nurses (14) each	1,140
Ward Assistants (7) each	684
Orderlies (5) each	792
Seamstress	930
Cook	930
Assistant Cook	726
Assistant Cook	684
Chief Engineer	[1] 9.50
Engineers (2) each	[1] 8.00
Carpenter	[1] 12.00
Painter	[1] 12.00
Watchmen (2) each	[1] 3.75
Laundrymen	[1] 3.75
Laundresses (4) each	[1] 3.00
Scrubwomen (4) each	[1] 2.50
Laborers (4) each	[1] 4.00
Tuberculosis Hospital	
Medical Superintendent	4,000
Resident Physician	2,400
Assistant Resident Physician	1,800
Clerk	1,278
Superintendent of Nurses	1,554
Nurses (15) each	1,140
Supervisor of Attendants	930
Orderlies (5) each	792
General Maid	654
Ward Maids (6) each	588
Maids (5) each	588
Children Attendants (3) each	654
Scrubwomen (4) each	588
Male Cleaners and Laborers (10) each	864
Night Watchman	864
Chauffeur	1,380
Chief Cook	930
Assistant Cooks (3) each	654
Chaplains (1 Catholic, 1 Protestant) each	1,002
Laundryman	930
Laundresses	654
Farmer	1,038
Bureau of Child Welfare	
Superintendent	4,500
Medical Service Inspector	2,280
Chief Clerk	2,280
Clerk	1,554
Stenographer-Clerk	1,482
Medical Inspectors (11) each	2,280
Medical Inspectors (26) each	1,900
Supervising Field Nurse	1,800
Field Nurses (20) each	1,416
Assistant Nurses (16) each	1,050
Bureau of Smoke Regulation	
Chief	4,000
Smoke Inspector	2,034
Stenographer-Clerk	1,482
Bureau of Sanitation	
Superintendent	4,500
Chief Clerk	2,500
Stenographer	1,416
Chief Weighmaster	1,800
Weighmasters (7) each	[1] 5.00
Laborers (7) each	[1] 4.00

[1] Per day.

Division of Plumbing and House Drainage	
Chief Plumbing Inspector	3,300
Assistant Chief Plumbing Inspector	3,100
Plumbing Inspectors (10) each	2,700
Clerk	830
Stenographer-Clerk	1,206
Plumbing Examiners (2) each	[1] 5.00
Division of Housing and Sanitary Inspection	
Chief	2,496
Supervisors (3) each	2,214
Clerk	1,830
Stenographer—Clerk	1,416
Inspector—Second Year	1,800
Inspectors—Third Year (30) each	1,908
Bureau of Food Inspection	
Superintendent	4,500
Chief Clerk	2,400
Stenographer-Clerk	1,416
Division of Dairy Inspectors	
Dairy Inspectors (9) each	2,034
Division of Meat Inspection	
Chief Meat Inspector	2,280
Meat Inspectors (7) each	2,034
Division of Milk and Miscellaneous Food Inspection	
Chief Food Inspector	2,280
Food Inspectors (7) each	1,866
Bacteriologist and Chemist	2,700
Assistant Chemist	2,160
Laborers (2) each	[1] 4.00

DEPARTMENT OF PUBLIC WELFARE

Director	5,000
Examiner	3,450
Social Service Worker	3,000
Cashier and Clerk	2,550
Chief Inspector	2,160
Inspectors (2) each	2,040
Stenographer-Clerk	1,800
Stenographer-Clerk	1,416
District Physicians (10) each	1,458
Mental Health Clinic	
Psychiatrist	3,600
Chief Psychiatrist Worker	2,400
Stenographer-Clerk	1,560
Bureau for the Handicapped	
Supervisor	3,000
Field Worker	2,400
Stenographer	1,500
Clerk	1,000
Mayview City Home and Hospital	
Medical Director and Superintendent	7,000
Clinical Director	4,000
Director of Laboratories	4,000
Laboratory Assistant and Clerk	1,500
Stenographer	1,200
Stenographer	1,068
Telephone Operator	720
Storekeeper	1,278
Assistant Storekeeper	1,278
Chaplain and Recreational Worker	3,000
Chaplain—Catholic	1,002
Organist	138

[1] Per day.

Baker	1,800
Tailor	864
Laundry Workers (2) ...each	726
Laundry Worker	654
Farmer	2,400
Assistant Farmer	864
Gardner	1,278
Truck Gardner	1,200
Piggeryman	1,200
Dairy Man	1,200
Farm Helper	780
Driver—First Year	720
Driver—Second Year	780
Driver—Third Year	840
Watchmen (3) ...each	792
Dietician	1,800
Resident Physicians (3) ..each	2,700
Assistant Resident Physicians (2) ...each	2,000
Dentist	2,000
Chief Nurse, R. N.	2,000
Assistant Chief Nurse, R. N. ..	1,500
Operating Room Nurse	1,500
Registered Nurses (8) ....each	1,140
Pupil Nurses (45) ....each	588
Supervisors—Asylum (2) .each	1,002
Supervisor—Observation Ward	1,002
Supervisor—Male Home	1,002
Supervisor—Workshop	1,002
Supervisor—Printing Shop ...	1,002
Supervisor—Male Hydro-Therapy	1,002
Supervisor—Female Hydro-Therapy	1,002
Supervisor Chief	1,800
Matron—Female Home	1,126
Matron—Administration Building	864
Hospital Steward and Ph. G. ..	2,000
Social Worker	1,800
Occupation Worker	1,800
Technicians (2) ....each	1,500
Resident Clerk	1,544
Clerk	930
Assistant Clerk	780
Cooks (7) ....each	840
Cook—Night	792
Dining Room Maid—First Year	588
Dining Room Maid—Second Year	654
Dining Room Maid—Third Year	726
Attendants—Male—First Year (70) ....each	654
Attendants—Male—Second Year (17) ....each	726
Attendants—Male—Third Year (8) ....each	792
Attendants—Male—Fourth Year (12) ....each	864
Attendants—Male—Fifth Year (19) ....each	930
Attendants—Female—First Year (48) ....each	588
Attendants — Female—Second Year (28) ....each	654
Attendants—Female—Third Year (7) ....each	726
Attendants—Female — Fourth Year (7) ....each	792
Attendants—Female—Fifth Year (10) ....each	864
Chief Engineer	[1] 9.50
Engineers (3) ....each	[1] 8.00
Firemen (4) ....each	[1] 6.50
Electrical Engineer	[1] 11.50
Steam Fitters (2) ....each	[1] 12.00
Plumbers (2) ....each	[1] 12.50
Carpenter	[1] 12.00
Painters (2) ....each	[1] 12.00
Slater and Roofer	[1] 12.00
Plasterer	[1] 12.00
Bricklayer	[1] 13.60
Repairmen (2) ....each	[1] 4.25

Mayview Coal Mine

Mine Foreman	2,772
Day Men (2) ....each	[1] 7.50
Driver	[1] 7.50
Dump Weighman	[1] 7.50
Engineer	[1] 8.00
Carpenter	[1] 12.00
Blacksmith	[1] 9.00

DEPARTMENT OF PUBLIC SAFETY

Director	8,000
Special Assistant to Director ..	4,000
Chief Clerk	3,960
Assistant Chief Clerk	2,330
Stenographers (2) ....each	1,692
Clerk	1,692
Clerk	1,554
Messenger	1,692
Multigraph Operator	1,278
Chief Public Safety Surgeon ..	4,500
Cleaners (4) ....each	1,002
Carpenter Foreman	[1] 13.00
Carpenters (4) ....each	[1] 12.00
Painter Foreman	[1] 13.00
Painters (3) ....each	[1] 12.00
Painter and Grainer	[1] 12.00
Plumbers (4) ....each	[1] 12.50
Window Cleaner	[1] 4.00

Division of Accounts and Permits

Chief Clerk	2,750
Assistant Chief Clerk	2,034
Bookkeeper	2,034
Clerk	1,830
Clerks (2) ....each	1,800
Stenographer-Clerks (2) ..each	1,460

Division of Weights and Measures

Chief Inspector	2,550
Assistant Chief Inspector	1,830
Inspectors (7) ....each	1,758

Division of Boiler Inspection

Boiler Inspector	2,750
Assistant Boiler Inspectors (2) ....each	2,034

Bureau of Police

Superintendent	5,000
Assistant Superintendent	3,600
Chief Clerk	2,750
Stenographer-Clerks (3) .each	2,034
Stenographer-Clerk	1,758
Clerks (2) ....each	1,800
Clerk	1,554
Clerk	1,416
Messenger	1,536
District Inspectors (6) ...each	3,000
Traffic Inspector	3,000
Captains (6) ....each	2,700
Lieutenants (47) ....each	2,460
Sergeants (46) ....each	2,160
Patrolmen—Second Year	1,920
Patrolmen—Third Year (938) ....each	2,040
Patrolmen—Third Ward	1,800
Turnkeys (14) ....each	2,040
Morals Court Officers (2) each	2,040
Traffic Court Officer	2,040

[1] Per day.

[1] Per day.

Signal Service Operators (3) ....each	2,040
Assistant Signal Service Operators (3) ....each	1,692
Police Women (5) ....each	1,416
Male Telephone Operators (4) ....each	1,206
Matrons (17) ....each	1,278
Chauffeur-Mechanics (3) ..each	1,692
Inspector of Detectives	2,160
Chief Bertillon Operator	2,160
Bertillon Operators (3) ...each	2,040
Precinct Detectives (29) ..each	2,040
Cleaners (4) ....each	1,002
Elevator Operators (3) ...each	1,416
Night Officer	1,416
Police Officer	1,680
Police Officer	1,500
Police Officers (2) ....each	1,440
Bridge Patrolmen (6) ....each	[1] 4.50
Janitors (17) ....each	[1] 4.00
Laborers Hostlers (9) ...each	[1] 4.00
Laborers (6) ....each	[1] 4.00
Laborer-Foreman	[1] 4.25
Window Cleaners (2) ....each	[1] 4.00
Engineers (3) ....each	[1] 8.00

Bureau of Fire

Chief	5,000
Deputy Chiefs (2) ....each	3,500
Battalion Chiefs (14) ....each	3,000
Training School Instructors (2) ....each	2,700
Captains (128) ....each	2,460
Pumpmen (92) ....each	2,220
Enginemen (6) ....each	2,220
Assistant Enginemen (6) ..each	2,040
Drivers (86) ....each	2,124
Aides (19) ....each	2,040
Hosemen and Laddermen (572) ....each	2,040
Chief Clerk	2,340
Clerk	1,812
Storekeeper	1,672
Assistant Storekeeper	1,672

Bureau of Electricity

Superintendent	3,760
Deputy Superintendent	2,940
Chief Clerk	1,830
Assistant Engineer	2,544
Chief Fire Alarm Operator	2,360
Fire Alarm Operators (9) each	2,310
Police Box Inspectors (5) each	1,830
Fire Alarm Box Inspectors (2) ....each	1,830
Supervisor of Construction ...	2,500
Line Foremen (2) ....each	2,000
Linemen (12) ....each	1,800
Batteryman	1,986
Instrument Repair Man	1,986
Cable Splicer	2,070
Chauffeur	1,800
Storekeeper	1,674
Chief Telephone Operator	1,440
Telephone Operators (10) each	1,326

Bureau of Building Inspection

Superintendent	5,000
Assistant Superintendent	2,940
Chief Clerk	2,750
Zoning Clerk	2,100
Clerk	1,830
Clerks (3) ....each	1,650
Stenographer-Clerk	1,758
Stenographer-Clerk	1,650
Stenographer-Clerk	1,560
Chief Engineer	4,200
Assistant Engineer	2,750
Assistant Engineer	2,540
Inspector—Plan Examiner	2,700
Building Construction Inspectors (17) ....each	2,700
Sign Inspector	2,292
Fire Escape Inspector	2,292
Elevator Inspectors (4) ..each	2,292
Plastering Inspector	2,292
Inspector of Explosives	2,292
Warm Air Heating Inspectors (3) ....each	2,292
Chief Electric Wire Inspector ..	2,700
Electric Wiring Inspectors (12) ....each	2,292
Patrol Inspectors (7) ....each	1,800

Bureau of Traffic Planning

Traffic Engineer	5,000
Assistant Traffic Engineer	3,000
Maintenance Supervisor	2,800
Stenographer-Clerk	2,400
Stenographer-Clerk	2,000
Stenographer-Clerk	1,836
Stenographer-Clerk	1,692
Traffic Planning Draftsmen (2) ....each	2,172
Traffic Equipment Maintenance Operators (3) ....each	1,800
Painters (3) ....each	[1] 12.00
Truck Drivers (2) ....each	[1] 4.50
Sign Maintenance Man	[1] 5.00

DEPARTMENT OF PUBLIC WORKS

Director	8,000
Chief Clerk	3,960
Stenographer-Clerk	2,500
Stenographer-Clerk	1,830
Messenger	1,692

Chief Engineer's Office

Chief Engineer	10,000
Stenographer-Clerk	2,500
Stenographer-Clerk	2,034
Assistant Chief Engineer	7,500
Senior Assistant Engineer	3,600
Designing Draftsman	3,000
Assistant Engineer	2,544
Draftsman	2,400
Transitman	1,830
Rodman	1,536
Chainman	1,464
Division Engineer	4,800
Engineering Concrete Inspectors (2) ....each	1,692
Departmental Designing Engineer	7,500
Advising Engineer	5,000
Principal Assistant Engineer ..	4,200

Division of Accounting

Chief Accountant	3,768
Accountants (3)	2,034
Clerk	2,034
Clerk	1,758
Clerk	1,692
Clerk	1,416
Stenographer	1,692
Stenographer-Clerks (2) ..each	1,416

Division of Photography

Photographer	2,500

[1] Per day.

[1] Per day.

Bureau of Engineering

Chief Engineer	5,500
Chief Clerk	2,750
Stenographer-Clerk	2,028
Contract Clerk	1,830
Clerk	1,692
Stenographer	1,416
Assistant Engineer	2,544

Division of Surveys

Consulting Engineer	5,000
Division Engineer	5,000
Senior Assistant Engineer	3,600
Assistant Engineers (14)	each 2,544
Transitmen (10)	each 1,830
Rodmen (10)	each 1,536
Chainmen (16)	each 1,464
Draftsmen (5)	each 2,034
Designing Draftsmen (2)	each 2,544
Custodian of Records	3,000
Counter Clerk	1,980
Stenographer-Clerk	1,554
Designing Draftsman	3,000
Draftsmen (3)	each 2,220

Division of Design

Division Engineer	5,000
Principal Assistant Engineer	4,200
Assistant Designing Engineers (3)	each 3,600
Assistant Designing Engineer	3,000
Designing Draftsmen (6)	each 3,000
Draftsman	2,850
Designing Draftsman	2,700
Draftsman	2,400
Draftsmen (8)	each 2,220
Draftsman	2,172
Draftsmen (7)	each 2,034
Tracers (5)	each 1,800
Counter Clerk	1,980
Index Clerk	1,830
Stenographer	1,460

Division of Sewers

Division Engineer	5,000
Principal Assistant Engineers (2)	each 4,200
Assistant Engineers (10)	each 2,544
Transitmen (11)	each 1,830
Rodmen (11)	each 1,536
Chainmen (18)	each 1,464
Chief Inspector	2,070
Public Works Inspector (13)	each 1,692
Stenographer	1,416
Draftsman	2,034
Project Engineer	3,000
Engineering Construction Inspectors (5)	each 1,692

Division of Streets

Division Engineer	5,000
Principal Assistant Engineers (2)	each 4,200
Project Engineers (2)	each 3,000
Senior Assistant Engineers (2)	each 3,000
Assistant Engineers (6)	each 2,544
Junior Assistants (6)	each 2,000
Transitmen (9)	each 1,830
Rodmen (10)	each 1,536
Chainmen (18)	each 1,464
Draftsmen (3)	each 2,034
Chief Inspectors (2)	each 2,070
Public Works Inspectors (30)	each 1,692
Stenographer	1,416
Principal Assistant Engineer	4,500
Draftsman	2,220
Engineering Construction Inspectors (10)	each 1,692

Bureau of Bridges and Structures

Chief Engineer	6,500
Division Engineer, Design	5,000
Division Engineer, Construction	5,000
Division Engineer of Maintenance	4,800
Designing Engineer	4,200
Assistant Designing Engineers (7)	each 3,600
Assistant Designing Engineer	3,000
Engineer Inspectors (2)	each 2,000
Draftsmen (2)	each 2,172
Draftsmen (2)	each 2,034
Tracers (5)	each 1,800
Superintendent of Bridges	3,600
Bridge Inspectors (2)	each 2,700
Assistant Bridge Inspectors (2)	each 2,100
Street Sign Foreman	2,000
Chief Clerk	2,750
Stenographer-Clerk	2,034
Project Engineer	2,544
Junior Assistant Engineer	2,000
Transitmen (3)	each 1,830
Rodmen (5)	each 1,536
Chainmen (5)	each 1,454
Designing Engineer	4,800
Designing Engineer	4,500
Assistant Designing Engineer	4,000
Designing Draftsmen (5)	each 3,000
Architectural Draftsman	3,000
Draftsmen (3)	each 2,700
Draftsmen (4)	each 2,400
Assistant Chief Engineering Inspector	2,400
Senior Assistant Engineer	3,600
Project Engineers (2)	each 3,000
Assistant Engineers (2)	each 2,544
Junior Assistant Engineers (2)	each 2,000
Chief Engineer Inpector	2,700
Engineer Inspectors (4)	each 2,000
File Clerk	1,380
Stenographer	1,416

Division of Maintenance and Bridge Repairs

Carpenters (2)	each [1] 12.00
Structural Iron Workers (2)	each [1] 12.00
Laborers (51)	each [1] 4.00
Superintendent of Painters	[1] 13.00
Painters (21)	each [1] 12.00

Bureau of Deed Registry

Register of Deeds	2,442
Chief Clerk	2,034
Engineering Draftsman	2,034
Plotting Clerk	1,692
Clerks (2)	each 1,416
Clerks (2)	each 1,380

Bureau of Highways and Sewers

Superintendent	4,500
Assistant Superintendent	3,852
Chief Clerk	2,750
Assistant Chief Clerk	2,400
Clerks (10)	each 1,692
Stenographer-Clerk	1,692
Stenographer-Clerk	1,416
Messenger	1,692

[1] Per day.

District Supervisors (8) ..each	2,700
District Foremen (8) .....each	1,866
Street Foremen (38) .....each	1,692
Stable Foremen (6) .....each	1,500
Division of Utilities	
Division Engineer	3,600
Engineering Draftsman	2,034
Transitman	1,830
Inspectors (5) .....each	1,692
Asphalt Plant	
Superintendent	3,960
Assistant Superintendent	2,298
Clerks (3) .....each	1,692
Plant Foremen (2) .....each	1,830
Street Foremen (4) .....each	1,830
Bureau of City Property	
Superintendent	4,500
Chief Clerk	2,750
Collector Clerk	2,000
Stenographer-Clerk	1,482
City-County Building	
Deputy Superintendent	2,550
Janitor Engineer	2,070
Dispatcher	1,800
Elevator Operators (10) ..each	1,476
Cleaners (40) .....each	1,002
Watchmen (3) .....each	[1] 4.50
Male Cleaners (23) .....each	[1] 4.00
Engineers (3) .....each	[1] 8.00
Oiler	[1] 6.50
Electrician	[1] 12.50
Steamfitter	[1] 12.50
Carpenter	[1] 12.00
Painter	[1] 12.00
Chief Engineer, Maintenance Man	[1] 9.50
Maintenance, Man Helper	[1] 6.50
North Side Municipal Hall	
Janitor	1,680
Cleaners (4)	1,002
Watchman	[1] 4.50
Diamond Market	
Clerk	2,160
Constable	1,416
Elevator Operators (8) ..each	1,206
Cleaners (2) .....each	1,002
Watchmen (2) .....each	[1] 4.50
Engineers (3) .....each	[1] 8.00
Driver	[1] 4.25
Laborers (8) .....each	[1] 4.00
North Side Market	
Clerk	2,298
Assistant Clerk and Constable ..	1,800
Female Attendants (2) ...each	1,068
Engineer	[1] 8.00
Laborers (8) .....each	[1] 4.00
South Side Market	
Clerk	1,650
Constable	1,460
Cleaners (2) .....each	1,002
Watchman	[1] 4.25
Laborers (2) .....each	[1] 4.00
Wharves and Landings	
Wharfmaster	2,034
Labor Foreman	[1] 4.75
Watchmen (4) .....each	[1] 4.50
Laborers (4) .....each	[1] 4.00

[1] Per day.

Comfort Station	
Male Attendants (27) ....each	1,176
Female Attendants (27) ..each	1,176
Peralto Street Baths	
Caretaker	1,460
Bureau of Water	
Managing Engineer	6,500
Chief Clerk	2,750
Clerk	2,280
Stenographer-Clerk	1,896
Filtration Division	
Division Superintendent	4,500
Assistant Division Superintendent	2,750
Division Clerk	2,016
Stenographer-Clerk	1,554
Telephone Clerk	1,278
Chief Analyst	2,940
Bacteriologist	2,160
Junior Chemist	1,860
Junior Bacteriologist	1,680
Assistant Chemist	1,500
Laboratory Chemist	1,416
Filter Foremen (3) .....each	2,034
Filter Attendant	1,750
Public Works Inspectors (2) .....each	1,692
Gate Mechanics (3) .....each	1,980
Assistant Filter Attendants (9) .....each	1,800
Machinist	[1] 10.00
Electrician	[1] 12.50
Plumber	[1] 12.50
Driver	[1] 4.25
Laboratory Cleaners (2) ..each	[1] 3.60
Watchmen (3) .....each	[1] 4.00
Labor Foremen (2) .....each	[1] 5.00
Laborers (93) .....each	[1] 4.40
Mechanical Division	
Division Superintendent	5,000
Division Clerk	2,016
Stenographers (2) .....each	1,482
Clerk	1,758
Principal Assistant Engineer ...	4,200
Assistant Designing Engineer ..	3,600
Power Engineer	5,500
Assistant Power Engineer	4,800
Senior Assistant Engineer	3,600
Designing Draftsmen (2) each	3,600
Draftsman	2,100
Transitman	1,830
Levelmen (2) .....each	1,680
Laborers (10) .....each	1,280
BRILLIANT PUMPING STATION	
Chief Engineer	3,480
Clerk	1,554
First Assistant Engineers (3) .....each	[1] 9.25
Second Assistant Engineers (3) .....each	[1] 8.50
Field Water Tenders (3) each	[1] 6.00
Oilers (16) .....each	[1] 5.65
Firemen (6) .....each	[1] 5.75
Boiler Tender	[1] 6.00
Boiler Tender Helper	[1] 5.25
Coal Tender	[1] 5.50
Repairmen (4) .....each	[1] 5.50
Laborers (12) .....each	[1] 4.00
ASPINWALL PUMPING STATION	
Chief Engineer	3,480
Clerk	1,416

[1] Per day.

First Assistant Engineers (3) ....each	[1] 9.25
Second Assistant Engineers (3) ....each	[1] 8.50
Oilers (9) ....each	[1] 5.65
Firemen (3) ....each	[1] 5.75
Boiler Tender	[1] 6.00
Boiler Tender Helper	[1] 5.25
Repairmen (2) ....each	[1] 5.50
Coal Tender	[1] 5.50
Laborers (6) ....each	[1] 4.00

ROSS PUMPING STATION

Chief Engineer	3,480
Clerk	1,416
First Assistant Engineers (3) .... each	[1] 9.25
Second Assistant Engineers (3) .... each	[1] 8.50
Oilers (9) ....each	[1] 5.65
Firemen (3) ....each	[1] 5.75
Boiler Tender	[1] 6.00
Repairman	[1] 5.50
Coal Tender	[1] 5.50
Laborers (20) ....each	[1] 4.00

HERRON HILL PUMPING STATION

Chief Engineer	3,120
First Assistant Engineers (3) .... each	[1] 8.75
Second Assistant Engineers (3) ....each	[1] 8.00
Firemen (3) ....each	[1] 5.75
Boiler Tender	[1] 6.00

MISSION PUMPING STATION

Chief Engineer	3,120
First Assistant Engineers (3) .... each	[1] 8.75
Second Assistant Engineers (3) ....each	[1] 8.00
Firemen (3) ....each	[1] 5.75
Repairman	[1] 5.50
Laborers (5) ....each	[1] 4.00

HOWARD PUMPING STATION

Chief Engineer	3,120
First Assistant Engineers (3) .... each	[1] 8.75
Second Assistant Engineers (3) ....each	[1] 8.00
Firemen (6) ....each	[1] 5.75
Boiler Tender	[1] 6.00
Boiler Tender's Helper	[1] 5.25
Repairmen (2) ....each	[1] 5.50
Laborers (6) ....each	[1] 4.00

LINCOLN PUMPING STATION

Chief Engineer	2,700
Pumpmen (2) ....each	[1] 6.75

GREENTREE PUMPING STATION

Chief Engineer	2,700
Pumpmen (2) ....each	[1] 6.75

MAINTENANCE AND OPERATION

Principal Assistant Engineer ..	4,200
Assistant Designing Engineer ..	3,600
Master Mechanic	4,200
Designing Draftsmen (2) ..each	2,172
Engineering Draftsman	1,692
Inspector Machinery and Castings	2,034

[1] Per day.

Public Works Inspector	1,692
Rodman	1,536
Supervisor of Repairs	2,500

DISTRIBUTION DIVISION

Division Superintendent	5,000
Division Clerk	2,016
Counter Clerk	1,980
Complaint Clerk	1,980
Clerk	1,812
Clerks (3) ....each	1,482
Stenographer-Clerk	1,896
Stenographer-Clerk	1,692
Principal Assistant Engineers (2) ....each	4,200
Senior Assistant Engineers (2) .... each	3,600
Designing Draftsman	2,400
Engineering Draftsmen (3) .... each	2,034
Rodman (4) ....each	1,536
Chainmen (4) ....each	1,464
Storekeepers (5) ....each	1,554
Chief Service Inspector	3,600
Chief Hydrant Inspector	2,740
Supervisor of Pipe Line	2,800
Assistant Supervisors Pipe Line (5) ....each	2,500
General Service Foreman	2,600
Assistant General Service Foremen (2) ....each	2,100
Night Watchmen, Northside Reservoir (3) ....each	1,260
Designing Engineer	4,500
Principal Assistant Engineer ...	4,500
Project Engineer	3,000
Assistant Engineers (4) ..each	2,544
Designing Draftsmen (3) ..each	3,300
Designing Draftsmen (2) ..each	2,172
Draftsman	2,400
Transitmen (3) ....each	1,830
Chief Pipe Line Inspector	2,034
Inspector Machinery and Castings	2,034
Public Works Inspectors (2) ....each	1,692

Bureau of Light

Superintendent	3,270
Inspector	1,800
Inspector	1,692
Laborers (2) ....each	[1] 4.00

Bureau of Parks

Superintendent	4,500
Chief Clerk	2,500
Stenographer-Clerk	1,920
Clerk	1,620

Schenley Park

Park Supervisor	2,749
Park Foreman	[1] 4.75
Watchman and Timekeeper ...	[1] 4.00
Laborers (61) ....each	[1] 4.00
Foreman, Merry-Go-Round	[1] 4.75
Engineer—Steam Roller	[1] 8.00
Watchmen, Shelter Houses (3) .... each	[1] 4.00
Nursery Foreman	2,034
Greens Keeper	[2] 150.00
Golf Instructor	[2] 118.00
Female Attendant	[2] 83.50
Watchman, Locker Attendant ..	[1] 4.00

[1] Per day.
[2] Per month.

Caddy Master	[1] 4.00
Mower Operator	[1] 5.00
Stable Foreman	[1] 4.25
Assistant Stable Foreman	[1] 4.25
Drivers (6) each	[1] 4.25
Mechanical Foreman	2,034
Florists (9) each	1,710
Female Attendant	1,002
Assistant Mechanical Foreman	[1] 4.75
Carpenter	[1] 12.00
Assistant Florists (3) each	[1] 4.25
Greenhouse Attendants (4) each	[1] 4.75
Painters (2) each	[1] 12.00

Northside Conservatory

Florists (4) each	1,710
Mechanic	[1] 5.00
Assistant Mechanic	[1] 4.75
Greenhouse Attendants (4) each	[1] 4.75
Laborers (2) each	[1] 4.00
Carpenters (2) each	[1] 12.00
Painters (2) each	[1] 12.00

Small Parks

Foremen (2)	1,800
Foremen (9) each	[1] 4.75
Laborers (4) each	[1] 4.75
Laborers (51) each	[1] 4.00
Watchman, Shelter House (2) each	[1] 4.00

Highland Park

Supervisor	2,748
Foreman	1,700
Watchman and Timekeeper	[1] 4.00
Laborers (36) each	[1] 4.00
Painters (3) each	[1] 12.00
Carpenters (2) each	[1] 12.00
Watchmen, Shelter Houses (3) each	[1] 4.00
Florists (2) each	1,710
Stable Foreman	[1] 4.25
Assistant Stable Foreman	[1] 4.25
Drivers (2) each	[1] 4.25
Head Engineer	2,034
Engineer	[1] 7.25
Animal Keepers (6) each	[1] 4.50
Engine Room Laborer	[1] 4.50
Watchman	[1] 4.00

Riverview Park

Supervisor	2,400
Timekeeper	1,460
Watchmen Shelter Houses (6) each	[1] 4.00
Foreman	[1] 4.75
Laborers (26) each	[1] 4.00
Watchman	[1] 4.00
Drivers (2) each	[1] 4.25

West Park

Supervisor	2,748
Clerk	1,500
Foremen (2) each	[1] 4.75
Painters (4) each	[1] 12.00
Laborers (21) each	[1] 4.00

Frick Park

Supervisor	[2] 250.00
Nursery Foreman	[2] 169.50

Bureau of Tests

Chief Engineer of Tests	5,000
Stenographer-Clerk	1,692
Clerk, Third Grade	2,034
Senior Chemist	4,200
Chemist	2,940
Junior Chemist	2,034
Laboratory Assistants (2) each	1,692
Sample Collector and Chauffeur	1,692
Materials Engineer	3,600
Concrete Materials Inspectors (5) each	1,692
Inspecting Engineer	3,600

Bureau of Recreation

Superintendent	4,000
Chief Clerk	2,000
Stenographer-Clerk	1,758
Stenographer	1,344

Grounds and Buildings

General Supervisor	3,000
Clerk	1,920
Storekeeper	1,500
Caretakers (8) each	1,440
Matrons (6) each	1,170

Women's and Children's Activities

General Supervisor—Female	2,700
Playground Directors—Female (2) each	2,208
Recreation Leader—Female (4) each	1,620
Recreation Assistant—Female (6) each	1,440
Accompanists—Female (4) each	1,440
Recreation Leader—Female (34) each	[1] 4.50
Recreation Assistants—Female (19) each	[1] 4.00

Men's and Boy's Activities

General Supervisor—Male	2,700
Playground Director—Male (2) each	2,208
Recreation Leaders—Male (4) each	1,620
Recreation Assistants—Male (6) each	1,440
Recreation Leaders—Male (19) each	[1] 4.50
Recreation Assistants—Male (15) each	[1] 4.00

Summer Swimming Pools

Swimming Guards (8) each	[1] 4.50
Swimming Guards (18) each	[1] 4.00
Laborers (8) each	[1] 4.00
Matrons (3) each	[1] 3.00
Caretaker	[1] 4.00

Oliver Swimming Pool

Swimming Director	1,980
Swimming Guard	1,480
Janitor	1,460
Caretaker	1,325
Day Janitor	1,200
Matron	1,002
Swimming Guard	[1] 4.50
Swimming Guard Helper	[1] 3.75

Crawford Street Bath House

Attendant in Charge	1,620
Attendants—Male (2) each	1,200
Attendants—Female (2) each	960

[1] Per day.
[2] Per month.

[1] Per day.

SALARIES OF MUNICIPAL OFFICERS AND EMPLOYES IN SCRANTON, 1928

MAYOR'S DEPARTMENT

Mayor	$5,500
Secretary	2,120
Stenographer	1,320

DEPARTMENT OF PUBLIC SAFETY

Director	3,500
Chief Clerk	1,920
Stenographer	960
Department Physician	900

Bureau of Police

Superintendent	3,000
Clerk to Superintendent	1,500
Captains (2) ....each	2,400
Night Captain	2,400
Traffic Captain	2,400
Lieutenant of Detectives	2,280
Lieutenants (4) ....each	2,220
Detectives (10) ....each	2,220
Sergeants (14) ....each	2,120
Patrolmen (124) ....each	2,040
Reserve Patrolmen (3) ...each	1,800
Police Magistrate	2,600
Clerk to Magistrate	1,500
Police Matrons (3) ....each	864
Patrol Drivers (6) ....each	2,040
Janitors (3) ....each	1,080
Secretary, Police Pension Commission	200
Treasurer, Police Pension Commission	200

Bureau of Fire

Chief	3,000
Clerk	1,440
Assistant Chiefs (2) ....each	2,420
Battalion Chiefs (6) ....each	2,160
Captains (15) ....each	2,040
Lieutenants (21) ....each	1,980
Engineers (14) ....each	1,980
Fire Inspectors (4) ....each	1,920
Firemen (154) ....each	1,920
Master Mechanic	2,160
Assistant Master Mechanic	2,040
Hydrant Inspector	2,040
Secretary, Firemen's Pension Fund	200
Treasurer, Firemen's Pension Fund	200

Bureau of Building Inspection

Superintendent	2,400
Inspector	1,800
Clerk	1,920

Bureau of Weights and Measures

Sealer of Weights and Measures	1,920

Division of Fire and Police Alarm

Superintendent	2,400
Operators (3) ....each	1,260
Relief Operator	1,200

Division of Boiler and Elevator Inspector

Inspector	2,200
Assistant Inspector	1,620

Division of Dog Pound

Dog Catcher	1,500

DEPARTMENT OF PUBLIC WORKS

Director	4,000
Chief Clerk	2,120
Assistant to Chief Clerk	1,800
Timekeeper	1,440
Payroll Clerk	1,200
Permit Clerk	1,200
Stenographer	1,260
Stenographer	1,140
Director's Chauffeur	1,440

Bureau of Engineering

Engineer	3,200
Assistant Engineer	2,420
Assistant	2,520
Assistant	2,120
Levelman	1,860
Draughtsman	1,740
Rodmen (2) ....each	1,320
Chainmen (4) ....each	1,260
Clerk	900

Bureau of Buildings

Superintendent	1,920
Janitor	1,260
Elevator Operator	1,080
Janitresses (3) ....each	840

Comfort Stations

Male Attendants (2) ....each	1,020
Female Attendants (2) ...each	780

Bureau of Highways and Sewers

Superintendent	2,600
Clerk	1,200
Asphalt Repair Foreman	2,220
Construction Foreman	2,220
Foremen (8) ....each	2,040

Bureau of Ashes and Garbage

Superintendent	2,400
Clerk	1,140
Head Stokers (2) ....each	1,620
Stokers (10) ....each	1,500

Bureau of Parks

Gardener	1,560
Assistant Gardener	1,440
Attendant, Ladies' Toilet ....Per month	65
Attendant, Men's Toilet	1,020

Zoo

Zoo Keeper	2,400

Bureau of Recreation

Superintendent	3,200
Stenographer Clerk	1,200
Supervisor	1,260
Life Guards (2) ....each	900
Checkroom Clerk	1,500
Recreation Instructors	4,500
Men Janitors (4) ....each	1,200
Woman Janitor	900

Bureau of Mine Inspection and Surface Support

Chief Engineer	2,800
Associate Engineer	2,520

Bureau of Barn Equipment

Barnmen (3) .....each	1,500
Hostlers (6) .....each	1,320
Veterinarian	1,020

DEPARTMENT OF PUBLIC HEALTH

Director	3,000
Secretary	1,560
Plumbing Inspector	2,400
Assistant Plumbing Inspector ..	2,400
Chief Dairy, Milk and Food Inspector	2,400
Assistant Food Inspector	1,860
Dairy and Watershed Inspector.	1,740
Bacteriologist	1,700
Technician	840
Visiting Nurse	1,560

Division Contagious Disease Hospital

Superintendent	1,800
Nurses (4) .....each	[1] 1,080
Cook	720
Laundress	600
Ward Maid	480
House Maid	480
Ambulance Driver	960
Janitor	600

CITY TREASURY

City Treasurer	4,000
Deputy City Treasurer	2,700
Cashier	1,840
Assistant Cashier and Bookkeeper	1,500
Chief Clerk	1,500
Clerk	1,100

[1] In addition to maintenance.

DEPARTMENT OF LAW

City Solicitor	4,000
First Assistant	2,800
Second Assistant	2,200
Investigator of Claims	2,000
Ordinance Clerk	1,920
Clerk Stenographer	1,680
Stenographer	1,440
Stenographer	1,200

CITY ASSESSORS

Chairman	2,000
Assessors (4) .....each	1,500
Clerk-Stenographer	900

CITY CONTROLLER

Controller	3,500
Deputy	2,220
Bookkeeper	2,020
Audit Clerk	1,800
Clerk	1,500
Clerk	1,200
Stenographer	1,020

COUNCILMEN AND CITY CLERK

Councilmen (5) .....each	3,000
City Clerk	2,900
Assistant	2,220
Clerk	1,860
Stenographer	1,860

MUNICIPAL CIVIL SERVICE COMMISSION

President	560
Secretary	1,320
Commissioners (2) .....each	300

SHADE TREE COMMISSION

City Forester	3,000
Stenographer	900

EXHIBIT F

SALARIES OF CITY OFFICIALS IN THIRD-CLASS CITIES OF PENNSYLVANIA, 1928

[Department of Internal Affairs—Bureau of Municipal Affairs]

City	Population (Estimated) 1928	Mayor	City Councilmen [1]	City Clerk	Supt. of Parks	City Treasurer	City Controller	City Solicitor	City Assessor	License Officer	Supt. of Water Dept.
Erie	140,888	$5,250	$4,500	$2,880	.....	[2] $120+	$4,500	$4,000	$2,100	.....	.....
Reading	123,952	4,800	4,200	3,000	$2,400	.....	3,000	3,000	3,000	$1,800	$4,800
Allentown	100,697	5,250	4,500	2,600	2,400	5,000	4,500	3,800	3,000	.....	3,300
Wilkes-Barre	100,413	5,250	4,500	3,333	3,000	[2] 120+	4,500	3,333	3,000	.....	.....
Harrisburg	87,305	5,250	4,500	3,200	2,400	[2] 100+	4,500	3,000	3,300	2,200	.....
Johnstown	77,426	3,500	3,000	2,200	.....	[2] 60+	3,000	3,000	2,400	1,860	.....
Altoona	73,458	3,000	3,000	1,800	.....	6,000	3,000	2,500	2,400	2,100	2,280
Chester	70,796	3,500	3,000	2,000	.....	5,000	3,000	2,500	2,800	.....	.....
Bethlehem	68,487	5,000	3,600	2,400	.....	2,520	3,600	2,500	3,000	.....	2,700
Lancaster	61,123	5,000	4,000	3,000	.....	[2] 2,000+	4,000	3,000	3,000	.....	3,500
York	56,064	3,500	2,500	2,100	1,800	[2] 50+	2,500	2,100	2,000	1,800	.....
McKeesport	55,203	3,500	3,000	2,520	.....	[2] 900+	3,000	3,000	2,460	.....	.....
New Castle	53,026	3,600	[7] 3,000	1,800	.....	[2] 500+	3,600	3,600	1,800	.....	.....
Williamsport	44,523	2,500	2,000	2,300	.....	[2] 150+	2,000	1,850	2,300	.....	.....
Easton	39,449	3,500	[8] 3,000	2,400	.....	[2] 1,000+	3,000	2,000	3,500	.....	.....
Hazleton	39,378	1,800	1,200	1,920	.....	1,200	1,200	1,500	1,980	.....	.....
Butler	29,723	2,000	1,600	2,100	.....	[2] 100−	1,600	1,800	2,000	.....	.....
Lebanon	27,723	1,500	1,200	1,800	.....	[2] 50+	750	1,200	1,500	.....	2,400
Sharon	27,708	1,200	750	1,920	.....	[2] 100+	850	1,620	2,400	.....	.....
Nanticoke	25,605	1,200	1,100	1,800	.....	1,000	1,100	2,000	2,100	.....	.....
Monessen	25,451	750	750	2,400	.....	[2] 100+	750	1,200	1,500	.....	.....
Oil City	25,105	1,200	900	2,700	.....	2,000	1,800	1,800	2,100	.....	900
Washington	25,080	1,200	1,125	3,000	.....	1,200	1,125	1,800	1,800	.....	.....
Duquesne	24,120	1,200	1,125	3,300	.....	[2] 2,400+	1,125	3,120	1,800	.....	1,125
Pottsville	24,064	1,800	1,200	1,500	.....	[2] 500+	1,200	2,000	1,200	.....	.....
Uniontown	20,923	2,400	750	2,280	.....	[2] 100+	750	1,500	1,200	300	.....
Carbondale	20,504	1,200	750	750	.....	700	750	2,000	2,000	.....	.....
Pittston	20,281	1,500	1,000	2,000	.....	1,452	1,000	1,650	1,200	.....	.....
Coatesville	18,144	1,800	600	1,620	1,620	[2] 400+	600	1,200	750	.....	.....
Bradford	18,114	800	500	2,700	.....	[2] 100+	600	2,700	[12] 1,800	.....	[9] 2,400
Greensburg	18,039	1,200	750	1,800	.....	[2] 100+	750	1,200	.....	.....	.....
Sunbury	17,280	1,200	750	1,200	.....	[2] 100+	750	1,500	900	.....	.....
Meadville	15,998	720	450	1,800	1,500	[2] 100+	1,200	900	900	.....	3,000
Connellsville	15,529	500	[13] 450	2,100	.....	[2] 150+	300	1,600	1,200	.....	.....
Clairton	15,500	800	600	3,000	.....	[2] 300+	800	2,100	900	.....	.....
Franklin	14,955	500	300	800	.....	[2] 500+	1,600	800	700	.....	2,100
DuBois	14,633	1,200	300	2,100	.....	[2] 300+	600	1,000	600	.....	1,800
Monongahela	12,163	500	300	1,800	.....	[2] 600+	300	800	600	.....	.....
Lock Haven	10,268	600	300	500	1,200	1,500	300	400	450	.....	1,500
Titusville	8,900	500	300	600	.....	2,250	1,500	800	.....	.....	.....
Corry	8,000	500	500	480	.....	500	250	1,000	500	.....	.....

City	Secy. of Water Dept.	Health Officer	Building Inspector	Plumbing Inspector	Municipal Electrician	Street Supt.	City Engineer	City Forester	Chief Fire Dept.	Food Inspector	Milk Inspector
Erie	.....	$3,000	$2,540	$2,280	$2,480	.....	$5,000	.....	$3,360	[3] $1,665	[4]
Reading	.....	3,000	2,400	2,400	2,400	.....	5,400	.....	2,400	[3] 2,400	.....
Allentown	$2,875	2,660	2,320	2,100	2,200	$2,400	4,800	.....	2,600	[3] 2,360	.....
Wilkes-Barre	.....	5,000	2,800	2,000	2,400	[5]	3,333	.....	3,333	2,000	$2,750
Harrisburg	.....	3,300	3,600	3,300	3,300	.....	4,500	$3,000	2,800	1,800	2,000
Johnstown	.....	2,400	.....	1,680	1,926	.....	3,300	.....	2,460	[3] 1,476	.....
Altoona	.....	2,280	2,100	2,000	2,400	2,400	3,600	.....	2,280	[3] 1,800	.....
Chester	.....	2,400	2,400	2,400	2,080	.....	4,200	.....	1,000	.....	1,200
Bethlehem	.....	1,740	2,040	2,400	2,040	2,700	5,600	.....	2,400	.....	1,200
Lancaster	1,430	1,800	2,500	2,500	2,500	.....	3,500	.....	3,500	.....	3,600
York	.....	1,560	.....	2,700	2,400	1,860	5,100	.....	2,000	.....	1,800
McKeesport	1,920	1,920	2,500	2,100	[6]	.....	4,500	.....	2,500	[3] 1,860	.....
New Castle	.....	1,800	.....	[2] 1,500+	1,800	.....	3,600	.....	2,130	.....	.....
Williamsport	.....	1,660	.....	1,700	2,000	.....	2,400	.....	2,310	.....	1,700
Easton	.....	600	[9] 600	.....	.....	.....	4,000	.....	2,500	[3] 1,680	.....
Hazleton	.....	1,800	2,040	1,800	.....	.....	2,520	.....	120	.....	.....
Butler	.....	1,875	.....	.....	.....	.....	3,500	.....	2,130	.....	2,000
Lebanon	1,080	600	1,500	900	840	2,400	2,700	.....	100	.....	720
Sharon	.....	1,800	.....	1,200	.....	.....	4,000	.....	2,400	.....	600
Nanticoke	.....	1,800	900	900	360	2,000	1,800	.....	1,000	.....	900
Monessen	.....	2,400	.....	.....	.....	.....	3,600	.....	1,860	.....	.....
Oil City	.....	2,400	.....	[10]	.....	.....	3,000	.....	2,220	.....	[10]
Washington	.....	1,500	.....	1,800	.....	.....	3,200	.....	2,340	.....	.....
Duquesne	1,680	2,160	[9] 3,000	.....	1,200	.....	4,044	.....	3,300	.....	.....
Pottsville	.....	1,620	.....	.....	.....	1,900	2,400	.....	1,980	.....	.....
Uniontown	.....	2,100	.....	.....	1,320	.....	2,580	.....	1,980	.....	.....
Carbondale	.....	1,800	.....	.....	.....	.....	2,400	.....	400	.....	.....
Pittston	.....	1,800	.....	160	350	1,800	1,650	.....	500	.....	.....
Coatesville	.....	1,200	[11]	[11]	.....	1,800	2,100	.....	.....	[10]	[10]
Bradford	.....	2,400	.....	.....	.....	.....	4,000	.....	2,400	[10]	[10]
Greensburg	.....	1,300	.....	.....	2,220	3,000	3,000	.....	.....	.....	.....
Sunbury	.....	720	.....	.....	.....	.....	1,200	.....	420	.....	.....
Meadville	1,000	1,200	900	300	2,400	1,800	3,000	.....	900	[3] 300	.....
Connellsville	.....	1,500	300	.....	.....	2,100	2,400	.....	2,160	.....	.....
Clairton	.....	3,300	[10]	.....	.....	2,340	3,600	.....	2,340	.....	.....
Franklin	1,200	900	.....	[14] 1,800	300	1,800	2,100	.....	600	.....	[14]
DuBois	[15]	1,500	.....	.....	.....	1,800	2,700	.....	.....	[10]	[10]
Monongahela	.....	1,800	[11]	.....	.....	.....	2,400	.....	120	.....	.....
Lock Haven	.....	900	.....	.....	.....	1,500	1,500	.....	150	.....	.....
Titusville	.....	.....	.....	.....	1,500	.....	.....	.....	660	.....	.....
Corry	.....	[16] 1,750	.....	.....	.....	1,800	1,500	.....	300	.....	.....

[1] There are four City Councilmen (Commissioners): Supt. of Accounts and Finance; Supt. of Public Safety; Supt. of Streets and Public Improvements; Supt. of Parks and Public Property. [2] Salary plus commission. [3] Is also Milk Inspector. [4] Dairy and Market Inspector, $1,860; Boiler Inspector, $2,180; Smoke Inspector, $1,920. [5] Municipal Electrician. [6] $6.84 per day. [7] 2 at $3,000; 2 at $2,000. [8] 2 at $3,000; 2 at $2,100. [9] Is also Plumbing Inspector. [10] Health Officer. [11] City Engineer. [12] Is also Building Inspector. [13] 2 at $450; 2 at $300. [14] Asst. Health Officer. [15] City Clerk. [16] Chief of Police. Food Inspector and Milk Inspector.

EXHIBIT G

NUMBER OF OFFICERS AND EMPLOYES IN THE SEVERAL STATE DEPARTMENTS, INDEPENDENT BOARDS AND COMMISSIONS AS OF JUNE 1, 1926

[Compiled from data in State Personnel Bureau, Harrisburg]

Department	Males receiving annual salaries of—			Total males	Females receiving annual salaries of—			Total females	Males and females receiving annual salaries of—			Total males and females
	Under $2,000	$2,000 to $2,999	$3,000 and over		Under $2,000	$2,000 to $2,999	$3,000 and over		Under $2,000	$2,000 to $2,999	$3,000 and over	
Agriculture	77	84	30	191	84	3	.....	87	161	87	30	278
Auditor General	51	88	22	161	44	1	.....	45	95	89	22	206
Banking	19	63	62	144	44	1	.....	45	63	64	62	189
Forests and Waters	112	40	42	194	54	1	.....	55	166	41	42	249
Health	189	23	41	253	371	6	4	381	560	29	45	634
Highways—Employes in Harrisburg	531	62	36	629	463	1	1	465	994	63	37	1,094
Highways—Employes in the field	1,350	178	38	1,566	117	.....	.....	117	1,467	178	38	1,683
Insurance	7	12	10	29	12	1	.....	13	19	13	10	42
Internal Affairs	19	15	9	43	13	1	.....	14	32	16	9	57
Justice	7	3	13	23	14	.....	.....	14	21	3	13	37
Labor and Industry	157	106	62	325	241	10	1	252	398	116	63	577
Military Affairs	79	9	9	97	6	.....	.....	6	85	9	9	103
Mines	4	.....	46	50	10	.....	1	11	14	.....	47	61
Property and Supplies	190	9	11	210	28	.....	.....	28	218	9	11	238
Public Instruction	40	18	51	109	197	9	10	216	237	27	61	325
State and Finance	7	9	8	24	31	.....	1	32	38	9	9	56
Treasury	21	32	14	67	31	1	.....	32	52	33	14	99
Welfare	16	13	22	51	31	13	8	52	47	26	30	103
Governor's Office	3	.....	5	8	5	1	.....	6	8	1	5	14
Board of Fish Commissioners	45	9	3	57	5	.....	.....	5	50	9	3	62
Board of Game Commissioners	123	13	5	141	10	.....	.....	10	133	13	5	151
Legislative Reference Bureau	1	.....	6	7	7	.....	.....	7	8	.....	6	14
Public Service Commission	27	15	36	78	48	.....	.....	48	75	15	36	126
State Police	313	16	11	340	9	.....	.....	9	322	16	11	349
Total	3,388	817	592	4,797	1,875	49	26	1,950	5,263	866	618	6,747

NUMBER OF OFFICERS AND EMPLOYES IN THE SEVERAL STATE DEPARTMENTS, INDEPENDENT BOARDS AND COMMISSIONS AS OF JUNE 1, 1928

[Compiled from data in State Personnel Bureau, Harrisburg]

Department	Males receiving annual salaries of—			Total males	Females receiving annual salaries of—			Total females	Males and females receiving annual salaries of—			Total males and females
	Under $2,000	$2,000 to $2,999	$3,000 and over		Under $2,000	$2,000 to $2,999	$3,000 and over		Under $2,000	$2,000 to $2,999	$3,000 and over	
Agriculture	72	74	45	191	88	3	.....	91	160	77	45	282
Auditor General	69	88	19	176	55	2	.....	57	124	90	19	233
Banking	31	58	68	157	54	4	.....	58	85	62	68	215
Forests and Waters	126	28	45	199	49	.....	.....	49	175	28	45	248
Health	219	27	46	283	364	8	3	375	574	35	49	658
Highways—Employes in Harrisburg	683	86	57	826	635	3	2	640	1,318	89	59	1,466
Highways—Employes in the field	1,260	247	71	1,578	111	.....	.....	111	1,371	247	71	1,689
Insurance	7	20	23	50	32	2	.....	34	39	22	23	84
Internal Affairs	90	41	46	177	24	3	.....	27	114	44	46	204
Justice	6	2	18	26	17	1	2	20	23	3	20	46
Labor and Industry	173	141	76	390	288	13	2	303	461	154	78	693
Military Affairs	90	9	16	115	10	.....	.....	10	100	9	16	125
Mines	5	.....	58	63	8	.....	1	9	13	.....	59	72
Property and Supplies	244	10	15	269	60	.....	.....	60	304	10	15	329
Public Instruction	37	12	57	106	219	10	11	240	256	22	68	346
State	10	7	5	22	21	.....	.....	21	31	7	5	43
Treasury	23	33	17	73	35	1	.....	36	58	34	17	109
Welfare	14	19	26	59	40	18	10	68	54	37	36	127
Governor's Office	5	6	11	22	18	4	.....	22	23	10	11	44
Board of Fish Commissioners	49	10	3	62	6	.....	.....	6	55	10	3	68
Board of Game Commissioners	119	15	5	139	11	.....	.....	11	130	15	5	150
Legislative Reference Bureau	1	.....	6	7	5	2	.....	7	6	2	6	14
Public Service Commission	30	16	40	86	51	.....	.....	51	81	16	40	137
State Police	322	16	11	349	11	.....	.....	11	333	16	11	360
Total	3,676	965	784	5,425	2,212	74	31	2,317	5,888	1,039	815	7,742

EXHIBIT H

ESTIMATED NUMBER OF STATE EMPLOYES IN GREATER HARRISBURG, 1927

Department	Total employes	Estimated number in Greater Harrisburg	Males	Females
Agriculture	267	140	52	88
Auditor General	210	95	49	46
Banking	190	73	18	55
Forests and Waters	198	65	42	23
Health	629	260	110	150
Highways	2,655	1,288	398	890
Insurance	84	40	23	17
Internal Affairs	130	60	44	16
Justice	40	26	9	17
Labor and Industry	625	324	116	208
Military Affairs	95	65	61	4
Mines	67	11	5	6
Property and Supplies	405	390	332	58
Public Instruction	326	240	115	125
State	45	40	19	21
Treasury	100	90	60	30
Welfare	108	69	26	43
Governor's Office	37	37	17	20
Board of Fish Commissioners	67	12	7	5
Board of Game Commissioners	153	30	22	8
Legislative Reference Bureau	14	12	5	7
Public Service Commission	120	90	50	40
State Highway Patrol	305	15	15	..
State Police	49	30	20	10
Supreme Court	24	2	1	1
Total	6,943	3,504	1,616	1,888

EXHIBIT J

BIBLIOGRAPHY OF CLASSIFICATION OF POSITIONS, STANDARDIZATION OF SALARIES, AND SALARY RATES IN THE PUBLIC SERVICE

[Prepared by the Bureau of Municipal Research of Philadelphia]

PART I

PUBLICATIONS ON CLASSIFICATION OF POSITIONS AND STANDARDIZATION OF SALARIES, IN SPECIFIC JURISDICTIONS

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